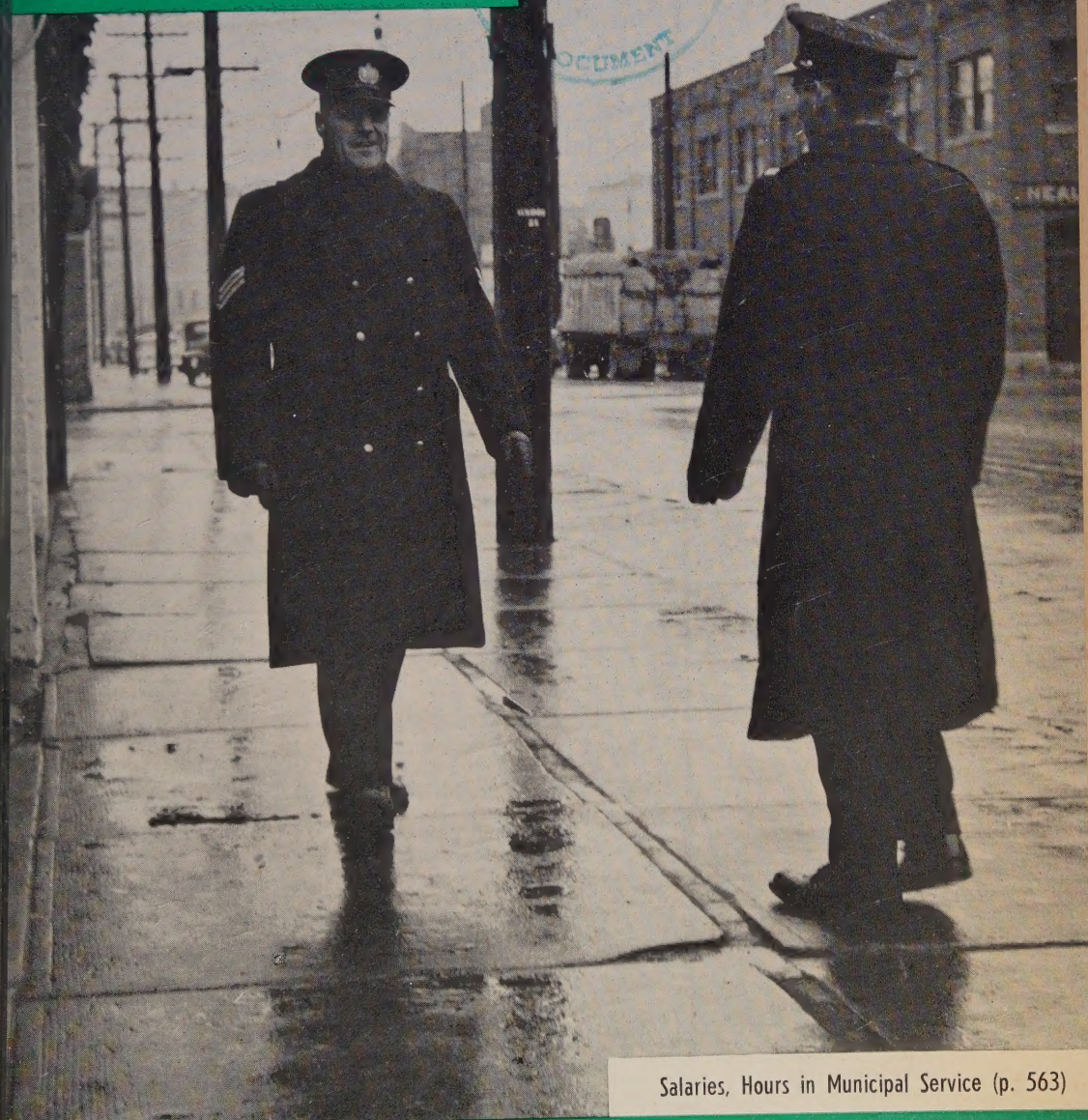




THE

# ABOUT AZETTE



Salaries, Hours in Municipal Service (p. 563)

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## manpower and labour relations

### REVIEW

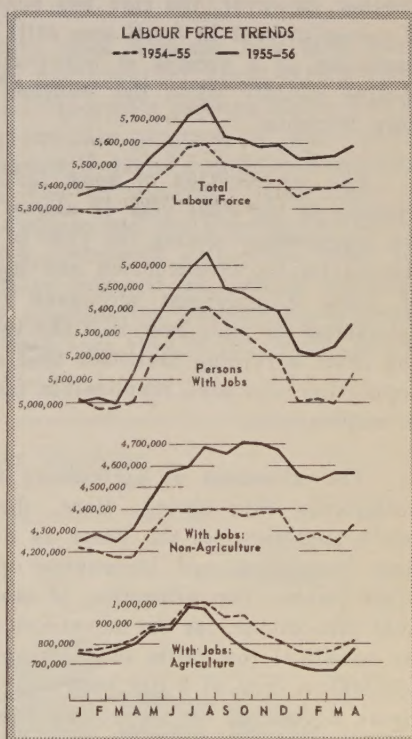
Economics and Research Branch, Department of Labour, Canada

#### Current Manpower Situation

**T**OTAL employment continued to expand from mid-March to mid-April, largely as a result of the spring increase in farm labour needs. Hirings in many other industrial sectors were delayed by unusually cold and wet weather. This was particularly noticeable in the Atlantic region, where heavy snows brought all outside work to a virtual standstill. The weather also caused some non-farm layoffs in the Prairie region but these were offset by a large expansion in agricultural jobs. In Ontario, employment expanded somewhat more slowly than a month earlier, although the total increase this spring was the same as last. In Quebec and British Columbia also, employment increases this spring have been about the same as last year.

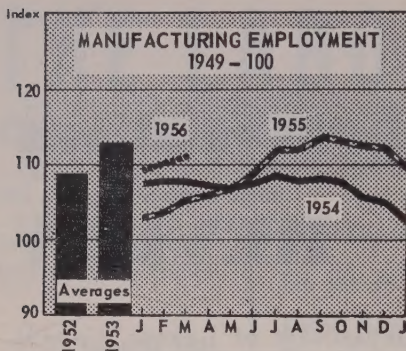
The estimated number of persons with jobs in the week ended April 21, was 5,326,000, some 85,000 more than in March and 203,000 more than last year. Non-agricultural employment showed an increase of 246,000, or 5.7 per cent, from a year earlier. Persons without jobs and seeking work were estimated at 257,000, a decrease of 38,000 during the month and of 70,000 from last year. The number registered at National Employment Service offices at mid-April was 488,900, a decrease of 44,700 from mid-March and 67,300 from last year.

The generally buoyant employment conditions that have



A Monthly Labour Gazette Feature





prevailed during the past 12 months were reflected in a sharp reduction in the number of labour surplus areas. By May 1, the labour demand-supply situation was in balance in 29 of the 109 labour market areas; this was the largest number in this category at this date since 1953. Five of the 11 metropolitan areas, including Toronto and Montreal, were in balance. Improvement appeared to

be fairly general in other areas. Only in the Atlantic region was there a substantial number of areas with higher unemployment than last year and this was largely caused by the severe weather this spring.

### Current Industrial Employment Trends

The expansion that began in 1955 continued in most industrial sectors through the first part of 1956. As might be expected, the rate of increase in total employment has not been quite as rapid as during the initial upsurge last year. Taking into account the excessively bad weather, however, the rise has been considerable. Although the volume of unemployment in April was still substantial, the early appearance of shortages in a number of occupations suggested that surpluses would decline rapidly when the weather made full-scale outdoor operations more feasible.

The contribution of some industrial groups to the employment expansion of the past year is shown in the accompanying chart. Much of the improvement during the year is attributable to the sharp recovery in manufacturing, construction and transportation, following the recession of 1954. Employment increases in these three groups of industries accounted for well over half the total gain. The steady growth of trade and other servicing facilities that accompanied the country's expanding population was also responsible for a substantial part of the total gain in employment.

The situation of agriculture in the labour picture is particularly noteworthy this spring. Here, the labour force has been decreasing fairly steadily over the years as a combined result of mechanization of farm operations and increasing opportunities of better-paying jobs in other fields. The attraction of other work was evidently stronger than ever this winter, for the movement away from agriculture accelerated. At its seasonal low point this spring, the farm labour force had fallen to 686,000, a drop of 9 per cent from a year earlier. This excessively low figure accounted for the strong demand for farm labour that prevailed in most regions this spring. Agricultural employment showed a responsive rise of some 85,000 workers in April but shortages were still reported in many farm areas, particularly in Ontario and the four western provinces.

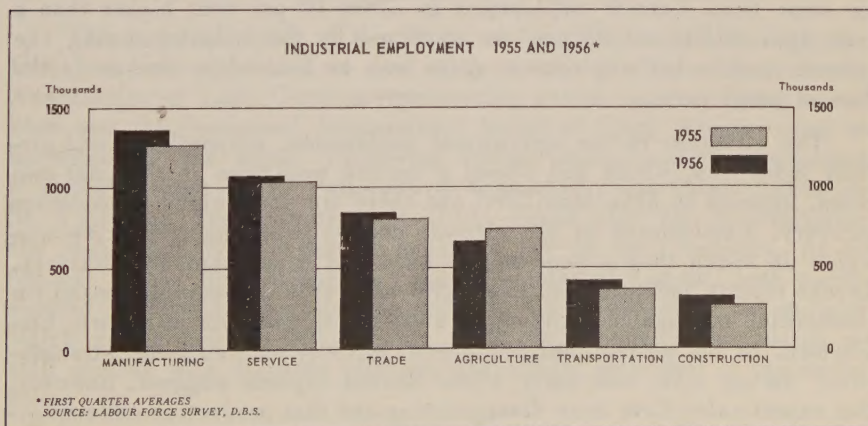


The situation in construction is also of particular interest at this time, for although the industry is small beside other industrial sectors, the number of construction workers hired during each of the past three summers has amounted to at least 120,000. Consequently the size of the construction program and the effect of weather on its progress has an important bearing on the speed with which unemployment declines.

This year the outlook for construction is very strong. The survey of investment intentions carried out by the Department of Trade and Commerce shows that the volume of construction is expected to be 18 per cent higher than in 1955, when it was already substantially higher than in 1954. The type of building this year will be somewhat different from last, the major emphasis swinging towards resource development, highways and sharp expansion in basic industries. Little change is expected in the level of housing construction.

During April, construction work in a large part of the country was held up by bad weather. Towards the end of the month, however, there was a rapid pick-up in all regions. At the end of the second week in May the number of job vacancies registered with the National Employment Service for bricklayers, carpenters, painters and plumbers was more than double the total a year before, while vacancies for unskilled construction workers were almost three times as numerous.

The supply of labour available to meet demands was still quite substantial. More than 100,000 skilled and unskilled construction workers were registered with the National Employment Service at the end of April. The size of the intended construction program and the current rate of progress suggests that this total will dwindle rapidly. Scarcities of construction tradesmen are expected to develop, particularly in British Columbia and some parts of Ontario and the Prairie Provinces. Since wages in construction are high, compared with some other industries, sufficient numbers of unskilled workers are usually attracted to construction. Supplies of skilled construction tradesmen, however, are likely to be a good deal tighter than last year at the height of the construction season.





Manufacturing employment rose sharply in the first quarter of 1956, following a seasonal decline of some 65,000 during the winter. Total employment at mid-March was estimated to be 1,404,000, which is 125,000 above the 1955 low point and not far below the post-war peak recorded last fall. Most manufacturing industries appear to have shared in the general expansion. Among the non-durable goods group, the rubber industry showed a moderate decline. Employment, however, was still much higher than in the past several years and reports from the industry suggest further gains in coming months.

In the textile industry, the employment trend levelled off during the first quarter, after a rise of almost 10 per cent in 1955. More recently, the situation in the industry has been clouded by strikes in a number of mills in Quebec. Reports indicate, however, that employers generally do not expect much change in the underlying employment situation during 1956.

In the motor vehicle industry, employment rose quickly following the settlement of the General Motors strike in February and remained near capacity through most of March and April. New car sales dropped substantially in the early months of this year but to what extent this was caused by the strike and by bad weather is not certain. Recent reports indicate that employment in the industry may be reduced in May. In the light of the generally buoyant economic conditions, however, the outlook for motor vehicle sales in 1956 as a whole appears to be quite strong.

Employment in many of the durable goods industries lagged behind other sectors in last year's upturn. Towards the end of last year, however, this group showed a strong recovery, which continued into the first quarter of 1956. In response to the upturn in construction, production and employment in fabricated iron and steel plants has risen strongly in the past nine months and most employers are looking forward to further employment gains this summer. The current business expansion has also had a marked effect on employment in the production of commercial and industrial machinery. A year-to-year gain of 11 per cent was recorded in March, and further increases are expected during the summer.

As a result of large orders from both major railways, manufacturers of railway rolling stock are in a stronger position than they have been for some time. Current employment is about 10 per cent higher than a year ago. Additional hirings are expected by the industry during the summer months but employment gains may be limited by delays in the flow of steel parts.

The situation in the agricultural implements, shipbuilding and aircraft industries, which had shown a marked weakness in the past two years, appears to have stabilized and there are some signs of moderate recovery. Employment in the aircraft and shipbuilding industries was higher in March than a year earlier by 4 and 6 per cent, respectively. Recent reports indicate that in several shipyards a renewed demand for commercial tonnage has caused a substantial employment upturn. Employment in the agricultural implement industry showed some strengthening during 1955 and early 1956. Recent reports suggest, however, that export sales have been disappointing and that production and employment were cut back sooner than had been anticipated.



# Labour-Management Relations

**N**EGOTIATIONS have been under way during recent weeks in some of the largest bargaining groups in the country. Settlement was reached in the dispute involving some 140,000 non-operating railway employees and Canada's major railways and important contracts were signed in the pulp and paper and construction industries. No settlement had yet been reached, however, in the automobile industry, in lake shipping, or in the Quebec textile industry.

**Transportation** - Two major developments in the transportation industry, that of the non-operating railway employees' dispute and that of the strike in Great Lakes' shipping, were of considerable importance to the country as a whole. In the railways, the terms of settlement were those recommended by the conciliation board that held hearings earlier this year. These terms are as follows:

Agreement to be in force for two years, from January 1, 1956, to December 31, 1957;

Wages to be increased over the December 31, 1955, rates by 6 per cent effective April 1, 1956, half of which to be retroactive to January 1, 1956; 2 per cent effective November 1, 1956; and 3 per cent effective June 1, 1957;

A health and welfare plan to become effective January 1, 1957, half to be paid by the companies and half by the employees, at a cost of 5 cents per hour per employee;

All employees now receiving pay for five statutory holidays to be granted a sixth holiday with pay during 1956 and a seventh during 1957.

When the board's report was issued, the terms were accepted by the union as a basis of settlement but were rejected by the companies. After further negotiations, however, the companies also accepted the terms.

Conciliation boards have been constituted to deal with disputes existing between the Canadian Pacific Railway Company and the Canadian National Railways and certain of their operating personnel as well as some dining, cafe, and buffet car employees.

The majority report of the Board of Conciliation and Investigation that had been appointed to deal with matters in dispute between the Association of Lake Carriers representing seven major shipping companies and the Seafarers' International Union of North America was not accepted by the union. Following further unsuccessful negotiations, a strike against N. M. Patterson & Sons, Ltd., and Upper Lakes and St. Lawrence Transportation Co. Ltd., began May 10. In retaliation, the remaining five companies began to lay up their vessels. At the request of the Hon. Milton F. Gregg, Minister of Labour, both parties entered still further negotiations, with H. Carl Goldenberg as mediator, which at the time of writing were continuing. Conciliation boards are still dealing with disputes affecting the officer personnel of the companies.



**Construction** - Since two-year terms were common among the agreements signed in the construction industry a year ago, many trades are not bargaining in 1956. Among those bargaining, however, settlements involving wage increases of up to 10 cents an hour have been common.

A noteworthy agreement was signed by the Hydro-Electric Power Commission of Ontario covering the Cornwall project of the St. Lawrence Seaway. Generally the effect of this agreement has been to bring most rates into line with those paid in the Toronto area.

The only current strike action in the construction industry involves the International Association of Heat and Frost Insulators and Asbestos Workers. This union, with membership in the larger centres of Ontario, is seeking higher wages, welfare benefits and an increased ratio of apprentices to tradesmen. The province-wide contract with the Master Insulators of Ontario expired in August 1955 and the subsequent report of a conciliation board was rejected by the union. Several large construction projects have been affected by this strike.

**Pulp and Paper** - A number of pulp and paper companies in Ontario and Quebec have signed agreements with the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, the International Brotherhood of Paper Makers and certain other craft unions. The general pattern has been for a 12-cent-an-hour wage increase and some adjustment in shift-work differentials. The contracts in most cases provide for a further 5-per-cent increase next year. Further negotiations this year are to take place in Thorold, Ont., and Three Rivers and Shawinigan Falls, Que.

**Automobiles** - Bargaining was continuing on the contract between the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America and the Ford Motor Company of Canada. Conciliation services have been requested of the Ontario Government.

**Textiles** - Bargaining has begun in many small textile mills scattered through Western Ontario. The Textile Workers' Union of America is demanding a reduction in the work week from 45 to 40 hours without loss of take-home pay, a company-paid medical plan and an increase in wages for plants at Hamilton and St. Catharines, Ont. A conciliation officer has been appointed by the Provincial Government to assist in negotiations at St. Catharines.

In Quebec a conciliation board is holding hearings in a wage dispute between the United Textile Workers of America and the plants of the Dominion Textile Co., Limited, at Montreal and Valleyfield. Bargaining resulted from a union request under the wage re-opener clause in their two-year agreement.

Workers represented by the National Catholic Textile Federation, Inc. (CCCL), began strike action at the company's plants at Drummondville on April 27, Magog on May 8 and Sherbrooke on May 11. The causes of these three stoppages were, respectively, dispute over quality checkers, time study of certain operations and suspension of a worker for poor workmanship.



## Wage Changes

Two surveys carried out by the Economics and Research Branch<sup>1</sup> indicate that in general, wage increases recorded during the past fall and winter ranged between 5 and 10 cents an hour. The first survey of 1,032 establishments recording increases affecting more than 50 per cent of their non-office workers, showed that between October 1, 1955, and March 31, 1956, general wage increases had been granted in approximately one-quarter of the establishments. The second survey, an analysis of wage rates in 160 collective agreements becoming effective during the same six-month period, shows that substantial wage increases continue to be an important point in collective bargaining settlements.

The surveys show that a higher proportion of wage increases was granted this year than last (L.G., June 1955, p. 626 and L.G., July 1955, p. 825). Moreover the actual increases were also larger than in earlier years, increases of between 5 and 10 cents an hour being more predominant and those of more than 10 cents more frequent.

Wage Rate Increases

Increases Per Hour	Per Cent of Establish- ments*	Per Cent of Agree- ments**
Up to 4.9 cents	28	25
5 to 9.9 cents	49	46
10 to 14.9 cents	18	21
15 cents and over	5	8

\*In 250 of 1,032 establishments surveyed for general wage changes, October 1, 1955, to March 31, 1956.

\*\*In 134 of 160 agreements becoming effective in the same period.

The survey of collective agreements showed that 40 per cent of the settlements also provided changes in non-wage conditions of employment. The most common change, affecting almost half the workers covered, dealt with vacations. Here the revisions were designed to increase the length of the vacation period, with more agreements indicating three-week vacations than previously, and to reduce service requirements.

The survey of establishments did not reveal any general decreases in wages during the period. This survey included both unionized and non-unionized plants in Canada's eight leading industries. Three-quarters of the establishments indicated no general increase in wages but many of these firms deal with wages at other times of the year than during the survey period.

## Work Stoppages

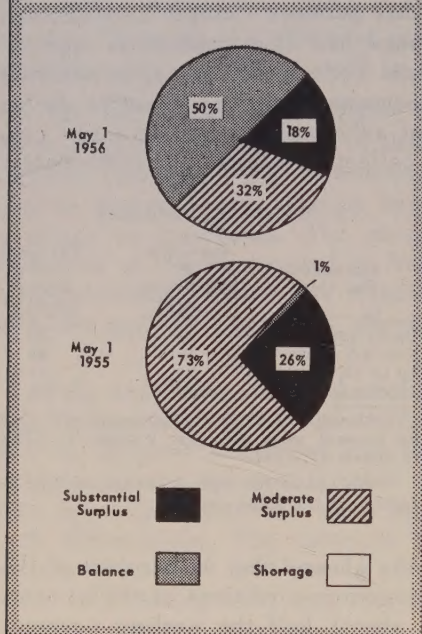
Preliminary figures indicate that work stoppages in existence in April 1956 totalled 20, involved 2,772 workers and resulted in a time loss of 10,050 man-days, the lowest on record for any month since December 1950. For March 1956, comparative figures were 22 stoppages, 3,243 workers and 16,875 man-days and for April 1955, 21 stoppages, 2,656 workers and a time loss of 25,369 man-days.

<sup>1</sup>One is a survey of establishments that recorded increases affecting more than 50 per cent of non-office workers; the other is a survey of wage changes in collective agreements, which may cover more than one establishment.



# Manpower Situation in Local Areas

DISTRIBUTION OF PAID WORKERS  
IN THE FOUR LABOUR MARKET CATEGORIES



**T**HE generally high level of employment prevailing in Canada during the past year resulted in an unusually sharp reduction in the number of labour surplus areas after the first spring upswing in employment. Twenty-four areas were reclassified from the moderate surplus to the balanced category and 12 from the substantial to moderate surplus category. Prince George moved from moderate to substantial surplus, as usual at this time of year. At the beginning of May, classification of the 109 areas surveyed was as follows (last year's figures in brackets): in balance, 29 (4); in moderate surplus, 43 (60); in substantial surplus, 37 (45).

Year-to-year improvements in labour markets were even more significant than the increased number of areas in balance would

indicate. The 29 areas in balance this year represent about 50 per cent of total paid workers; last year the four areas in balance represented only one per cent of all paid workers. Five metropolitan areas, including Montreal and Toronto and eight industrial areas, were in balance at May 1. At the same time last year only one major industrial area was in balance.

The shift towards balanced labour markets was concentrated in the Ontario and Prairie regions. In Ontario, all four metropolitan areas and seven of the 12 major industrial areas were in balance. In the Prairies, on the other hand, the areas in balance were the major agricultural and minor areas.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	May 1 1956	May 1 1955	May 1 1956	May 1 1955	May 1 1956	May 1 1955	May 1 1956	May 1 1955
Metropolitan	2	3	4	8	5	—	—	—
Major Industrial	9	11	10	15	8	1	—	—
Major Agricultural	3	4	7	10	4	—	—	—
Minor	23	27	22	27	12	3	—	—
Total	37	45	43	60	29	4	—	—

\*See inside back cover *Labour Gazette*.



# CLASSIFICATION OF LABOUR MARKET AREAS,

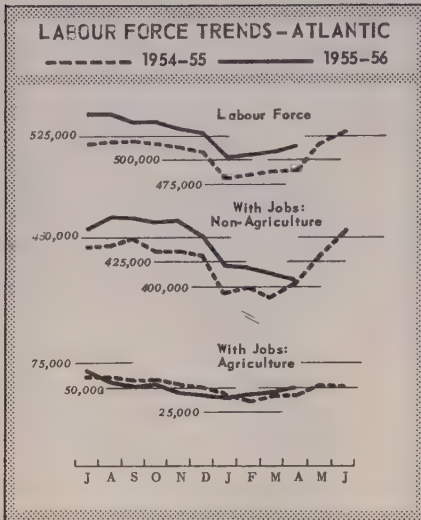
May 1, 1956

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	Quebec - Lévis St. John's	Calgary Edmonton Vancouver - New Westminster → WINNIPEG	→ HAMILTON → MONTREAL → OTTAWA - HULL → TORONTO → WINDSOR	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Fort William - Port Arthur Joliette Lac St. Jean Moncton New Glasgow Rouyn - Val d'Or Shawinigan Falls Trois Rivières	Brantford → CORNWALL → FARNHAM - GRANDY Halifax Peterborough Saint John Sherbrooke Sudbury → SYDNEY Timmins - Kirkland Lake	→ GUELPH → KINGSTON → KITCHENER London → NIAGARA PENINSULA → OSHAWA → SARNIA → VICTORIA	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	Charlottetown Rivière du Loup Therford - Magantic - St. Georges	Brandon Chatham North Battleford Prince Albert Red Deer Saskatoon Yorkton	→ BARRIE → LETHBRIDGE → MOOSE JAW → REGINA	
<b>MINOR AREAS</b> (labour force 10,000 - 25,000)	Bathurst Bridgewater Campbellton Dauphin Edmundston Gaspé Grand Falls Kentville Montmagny Newcastle Okanagan Valley Portage la Prairie PRINCE GEORGE Quebec North Shore Rimouski Ste. Agathe - St. Jérôme St. Stephen Summerside Truro Valleyfield Victoriaville Woodstock, M.B. Yarmouth	→ BEAUMARNOIS Belleville - Trenton → BRACEBRIDGE → CENTRAL VANCOUVER ISLAND → CHILLIWACK Cranbrook Dawson Creek Drumheller → DRUMMONDVILLE → FREDERICTON Kamloops Lachute - Ste. Thérèse North Bay → OWEN SOUND Pembroke Prince Rupert Simcoe → SOREL St. Hyacinthe St. Jean Trail - Nelson Weyburn	Brampton Galt → GODERICH → LINDSAY → LISTOWEL → MEDICINE HAT → SAULT STE. MARIE Stratford St. Thomas → SWIFT CURRENT → WALKERTON → WOODSTOCK - INGERSOLL	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



## ATLANTIC



TOTAL employment was unchanged in the Atlantic region during April, mainly because continuing bad weather delayed the beginning of most outdoor activities by three to four weeks. Persons with jobs were estimated to number 457,000 at April 21, about the same as a month earlier but approximately 11,000 more than in April 1955. The labour force, however, expanded seasonally as usual during the month, with a corresponding increase in unemployment. For the first time this year, unemployment was higher than a year earlier, largely because bad weather brought logging, agriculture, fishing and construction to a virtual standstill.

The only significant non-seasonal layoff occurred at the Saint John drydock, where 180 workers were released following completion of orders.

Despite the temporary lull in most outdoor activities, total non-agricultural employment remained higher than a year before throughout the region. The most recent figures available show that industrial employment was higher than a year earlier by 8 per cent in Newfoundland, 10 per cent in Prince Edward Island, 6 per cent in Nova Scotia and 15 per cent in New Brunswick. Increases were recorded in manufacturing, forestry, steam railways, construction and trade, the most marked being in forestry. Much of the rise in manufacturing employment occurred in pulp and paper mills, though iron and steel products and railway rolling stock also showed some year-to-year improvement.

Only two of the 21 areas in the region were reclassified during the month, both from the substantial to the moderate labour surplus category. At May 1, the area classification was as follows (last year's figures in brackets): in moderate surplus, 4 (5); in substantial surplus, 17 (16).

### Local Area Developments

**St. John's (metropolitan).** Remained in Group 1. The hampering of construction activities by bad weather and the customary decrease in logging employment on the completion of hauling operations resulted in increased unemployment during April. Total employment, however, remained slightly higher than a year before, most industries in the area recording year-to-year increases.

**Sydney (major industrial).** Reclassified from Group 1 to Group 2. Opening of navigation on the St. Lawrence resulted in substantial reductions in registrations of unskilled workers. Coal mining and iron and steel, the principal industries in the area, remained very active during the month. Construction remained at a low level but was expected to increase sharply as soon as weather conditions permitted the resumption



of work on the Trans-Canada highway and the beginning of other large building projects planned for this year.

**Fredericton** (minor). Reclassified from Group 1 to Group 2.

## QUEBEC

THE spring pick-up in employment proceeded more quickly in Quebec this year than last. By mid-April, persons with jobs were estimated at 1,467,000, an increase of 34,000 from a month earlier and 56,000 from April 1955.

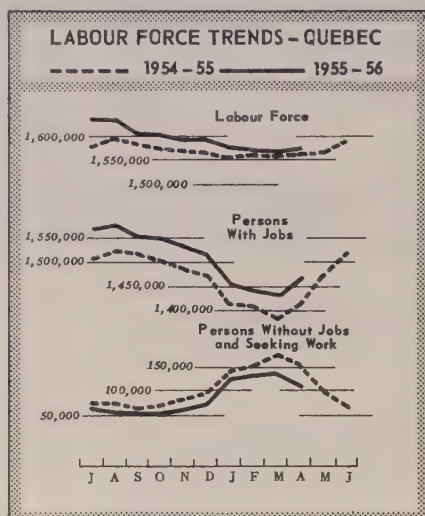
The shipping season began early this year with the arrival of the first freighter at Montreal harbour on April 2 but was then delayed for almost a week because of ice between Quebec and Montreal. The Aluminium Company of Canada rehired most workers laid off for the winter months because of water and electricity shortages. Activity increased in construction and agriculture and a number of quarries began operations. Manufacturing employment remained high but labour surpluses were still heavy in logging areas because log drives were delayed by adverse weather. Trucking was still at a seasonal low.

Renewed seasonal activity was reflected in the reclassification of one area from the moderate surplus to the balanced category and of four areas from the substantial to the moderate surplus category. At May 1, classification of the 24 labour market areas in the region was as follows (last year's figures in brackets): in balance, 1 (0); in moderate surplus, 8 (6); in substantial surplus, 15 (18).

### Local Area Developments

**Montreal** (metropolitan). Reclassified from Group 2 to Group 3. With the early opening of the shipping season and the consequent rehiring of seamen and longshoremen, labour demand and supply were in balance about a month earlier than last year in this area. The pick-up in construction, on the other hand, was delayed by the spring thaw and a temporary shortage of brick and cement. The situation in primary textiles improved slightly. Shortages of engineers, draftsmen and shoe-cutters continued; other skills in short supply included loom fixers, skilled sheet metal workers, boiler makers, welders, auto mechanics, radar technicians, typists and stenographers.

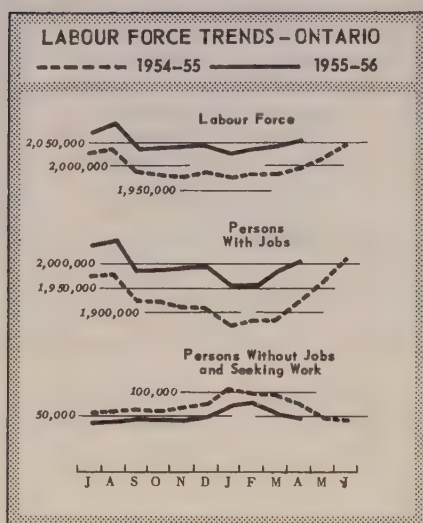
**Quebec-Lévis** (metropolitan). Remained in Group 1. Employment opportunities increased during April in farming and construction and a shortage of plasterers was already evident. Shoe stitchers were also in demand. Pulpwood loggers were still in heavy surplus but it was expected that many would be rehired as the log drives got under way. Cotton mills were still on a short work-week because of lack of orders.



**Farnham - Granby** (major industrial). Reclassified from Group 1 to Group 2. Employment increased seasonally in construction and to a lesser degree in agriculture. Primary textile plants were operating at capacity, with some firms working overtime. The rubber footwear industry was at a seasonal low.

**Beauharnois, Drummondville and Sorel** (minor). Reclassified from Group 1 to Group 2.

## ONTARIO



ACTIVE hiring in Ontario for the lake shipping, construction, agriculture and fishing industries resulted in further substantial increases in employment during April. Although this has been a cold, wet spring throughout the region, employment has increased as quickly as last year. Persons with jobs at mid-April were estimated at 2,006,000, an increase of 23,000 from the previous month and 85,000 from the previous year.

Shortages of farm workers were prevalent in most areas even though about 230 were brought in from the Maritimes by the middle of May. Most heavy manufacturing

industries continued very busy but some light manufacturing plants were seasonally slack. Engineers, draftsmen, tool and die makers, machine shop workers and foundry workers were scarce in most industrial centers.

During the month, 17 areas were reclassified into the balanced labour market category, bringing 22 of the 34 areas in the region into balance. This is the first time since 1953 that most areas in Ontario were in balance at the beginning of May. The area classification at May 1 was as follows (last year's figures in brackets): in balance, 22 (4); in moderate surplus, 12 (28); in substantial surplus, 0 (2).

### Local Area Developments

**Hamilton** (metropolitan). Reclassified from Group 2 to Group 3. Demand for workers was strong in agriculture, lake shipping and construction. Recall of workers at National Steel Car resulted in shortages in some other industries. The supply of engineers, draftsmen, foundry and machine shop workers was still tight.

**Ottawa-Hull** (metropolitan). Reclassified from Group 2 to Group 3. Construction and agriculture increased seasonally. Engineers, draftsmen and most professional people were in short supply.

**Toronto** (metropolitan). Reclassified from Group 2 to Group 3. The demand for construction workers and farm labour picked up rapidly during



the last half of the month. Machinists, tool and die makers, auto mechanics and welders were scarce.

**Windsor** (metropolitan). Reclassified from Group 2 to Group 3. All automobile and automobile parts plants were operating near capacity. Construction increased during the month but the start on some jobs was delayed by steel shortages.

**Cornwall** (major industrial). Reclassified from Group 1 to Group 2. Construction was proceeding at a high rate although some work on the Seaway was delayed by mud and wet weather.

**Guelph** (major industrial). Reclassified from Group 2 to Group 3. All industries were operating at capacity. There were some shortages of engineers, draftsmen, lathe and boring mill operators, clerical workers and farm labour.

**Kingston** (major industrial). Reclassified from Group 2 to Group 3. Construction work began despite unfavourable weather. Shipyards were very busy, with some shortages of welders.

**Kitchener** (major industrial). Reclassified from Group 2 to Group 3. All industries were busy. Tool and die makers, moulders, tractor trailer drivers and farm workers were scarce.

**Niagara Peninsula** (major industrial). Reclassified from Group 2 to Group 3. Skilled construction workers were already scarce although wet weather delayed work on the hydro development. Machinists, tool and die makers, welders, grinders and lay-out men were in short supply.

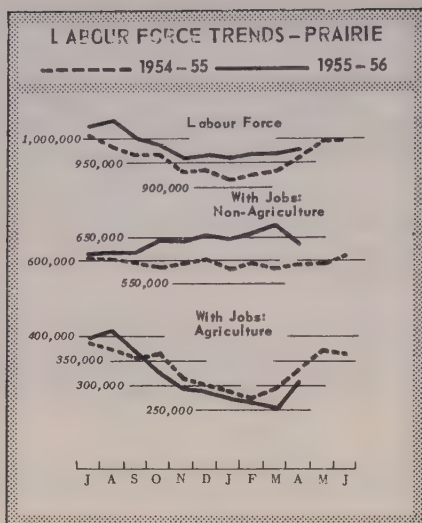
**Sarnia** (major industrial). Reclassified from Group 2 to Group 3. Navigation was in full operation. Construction and agriculture were active although wet weather caused some delays. Pipefitters and tool makers were scarce but were being obtained through NES clearance procedures.

**Barrie, Goderich, Lindsay, Listowel, Sault Ste. Marie, Walkerton and Woodstock-Ingersoll** (major agricultural and minor). Reclassified from Group 2 to Group 3.

**Bracebridge and Owen Sound** (minor). Reclassified from Group 1 to Group 2.

## PRAIRIE

EMPLOYMENT in the Prairie region increased seasonally again during April. Persons with jobs at April 21 were estimated at 945,000, an increase of 14,000 from the previous month and 24,000 from the previous year. The improvement during April, which was widespread throughout the region, was almost entirely confined to agriculture. The initial upturn in farm employment occurred somewhat later than usual because of poor weather during March and early April but in the last half of the month, preparations for spring seeding proceeded rapidly and resulted in heavy demands for farm labour, which in many areas was becoming difficult to find.



The usual expansion of non-farm activities was delayed by highway traffic restrictions, which curtailed activities in trucking, construction, oil drilling and meat packing plants. Construction employment changed very little during the month but remained substantially higher than a year earlier. In view of the heavy volume of construction planned for the current year, early shortage of certain skills were anticipated in certain parts of the region.

Six of the twenty areas in the region were reclassified during the month; five from the moderate

labour surplus to the balanced category and one from the substantial to the moderate surplus category. At May 1, the area classification was as follows (last year's figures in brackets): in balance, 5 (0); in moderate surplus, 12 (16); in substantial surplus, 3 (4).

#### Local Area Developments

**Calgary** (metropolitan). Remained in Group 2. Employment continued to expand, showing much more strength than last year. NES registrations declined by more than one-third during April, largely because of a sharp increase in agricultural and construction employment. Demands for farm labour were very heavy and despite the influx of workers from Saskatchewan and British Columbia, an acute shortage had developed by the end of the month.

**Edmonton** (metropolitan). Remained in Group 2. Employment changed very little as road bans impeded road and highway construction, oil drilling and exploration activities. Demands for farm help increased slowly because of the late spring.

**Winnipeg** (metropolitan). Reclassified from Group 1 to Group 2. Manufacturing employment increased by about the usual amount in April. Most outdoor activities were retarded by poor weather. Construction occupations accounted for one-third of the total male registrations at the NES. Job vacancies were about 50 per cent higher than a year earlier.

**Moose Jaw, Regina and Lethbridge** (major agricultural). Reclassified from Group 2 to Group 3.

**Swift Current and Medicine Hat** (minor). Reclassified from Group 2 to Group 3.

#### PACIFIC

DRY, warm weather during April brought a rapid improvement in the employment situation in the Pacific region. Labour surpluses were being absorbed quickly and shortages were developing in a considerable number of occupations. Persons with jobs in the region were estimated



at 451,000 at April 21, about 15,000 more than a month earlier and 27,000 more than in April 1955. Most of the employment expansion during the month occurred in construction, logging and transportation.

A large number of multi-million dollar public and private construction projects were under way in various parts of the region. Logging picked up strength during the month although road conditions were still hampering activities in the interior. In the lower mainland

and on Vancouver Island, the continuing dry, warm weather was creating fire hazards that may result in forest closures. Most manufacturing industries were operating at peak production levels, although some wood processing plants were suffering from serious log shortages. Farm work increased substantially towards the end of the month.

Labour shortages continued, particularly of engineers, draftsmen, secretaries, structural steel workers, welders, machinists, auto mechanics, mine workers and certain categories of unskilled labour. It was particularly difficult to find workers for outlying projects. The movement of workers from the east to the Pacific region slowed down. Workers continued to pour into Kitimat and most of them were quickly absorbed.

During the month, four labour market areas were reclassified, one from the moderate surplus to the balanced category, two from the substantial to the moderate surplus category and one from the moderate to the substantial surplus category. At May 1, classification of the ten labour market areas in the region was as follows (last year's figures in brackets): in balance, 1 (0); in moderate surplus, 7 (5); in substantial surplus, 2 (5).

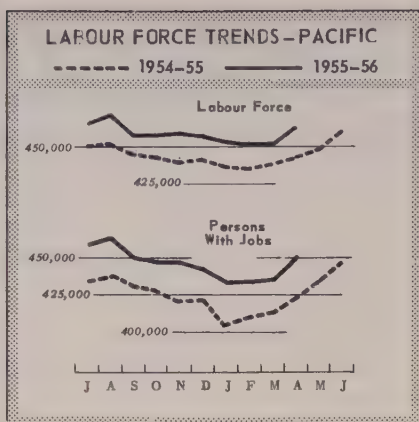
### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 2. Employment conditions improved rapidly during April, mainly because of increased activities in construction, logging, transportation and manufacturing. This improvement was reflected in a sharp drop in the number of registrations for employment and a rapid increase in unfilled vacancies. Trade recovered from its temporary slackness and spring farm work began. Shortages of engineers, stenographers and typists, certain construction trades, skilled sawmill workers, miners, auto mechanics and household help continued.

**Victoria** (major industrial). Reclassified from Group 2 to Group 3. Employment reached a very high level by the end of April. Registrations for employment were lower this year than in any April since 1951. There was an urgent need for machinists, platers, welders, pipefitters and marine electricians.

**Chilliwack and Central Vancouver Island** (minor). Reclassified from Group 1 to Group 2.

**Prince George** (minor). Reclassified from Group 2 to Group 1.



# Current Labour Statistics

(Latest available statistics as of May 10, 1956)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	April 21	5,583,000	+ 0.8	+ 2.4
Total persons with jobs.....	April 21	5,326,000	+ 1.6	+ 4.0
At work 35 hours or more.....	April 21	4,835,000	+ 2.1	+ 4.3
At work less than 35 hours.....	April 21	371,000	+ 2.8	+ 0.3
With jobs but not at work .....	April 21	120,000	-16.1	+ 2.6
With jobs but on short time .....	April 21	32,000	- 8.6	- 3.0
With jobs but laid off full week .....	April 21	15,000	-37.5	+ 7.1
Persons without jobs and seeking work .....	April 21	257,000	-12.9	- 21.4
Total paid workers .....	April 21	4,133,000	+ 0.4	+ 6.1
In agriculture .....	April 21	92,000	+17.9	- 8.0
In non-agriculture .....	April 21	4,041,000	0.0	+ 6.5
<i>Registered for work, NES (b)</i>				
Atlantic .....	April 19	82,372	+ 0.3	+ 8.0
Quebec .....	April 19	180,284	- 6.1	- 10.5
Ontario .....	April 19	110,845	-15.3	- 24.0
Prairie .....	April 19	74,882	- 6.2	- 9.7
Pacific .....	April 19	40,525	-16.7	- 17.9
Total, all regions .....	April 19	488,908	- 8.4	- 12.0
<i>Claimants for Unemployment</i>				
Insurance benefit .....	April 1	511,073	0.0	- 15.6
Amount of benefit payments .....	March	\$38,167,352	+18.6	- 16.0
Industrial employment (1949=100).....	March 1	113.1	+ 0.7	+ 7.1
Manufacturing employment (1949=100) .....	March 1	112.1	+ 1.7	+ 6.1
Immigration .....	1st Qtr. 1956	18,963	-	+ 7.6(c)
<i>Strikes and Lockouts</i>				
No. of days lost .....	April	10,050	-	+113.7(c)
No. of workers involved .....	April	2,772	-	+ 61.5(c)
No. of strikes .....	April	20	-	+ 41.7(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	March 1	\$63.16	+ 1.2	+ 3.8
Average hourly earnings (mfg.).....	March 1	\$1.49	+ 0.8	+ 3.5
Average hours worked per week (mfg.) .....	March 1	41.3	+ 0.2	+ 0.2
Average weekly earnings (mfg.) .....	March 1	\$61.33	+ 1.1	+ 3.7
Consumer price index (av. 1949=100) .....	April 1	116.6	+ 0.2	+ 0.4
Real weekly earnings (mfg. av. 1949=100) .....	March 1	126.1	+ 0.9	+ 3.1
Total labour income .....	February	1,093	+ 1.2	+ 9.7
<i>Industrial Production</i>				
Total (average 1935-39=100).....	February	266.4	+ 3.4	+ 7.4
Manufacturing .....	February	269.9	+ 4.0	+ 6.3
Durables .....	February	328.1	+ 3.8	+ 7.2
Non-Durables.....	February	232.7	+ 4.2	+ 5.5

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.

(b) See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.



# Notes of Current Interest

## **Union Members in Canada Now Number 1,346,000**

Membership of labour organizations in Canada has reached 1,346,000. Preliminary figures based on the survey conducted by the Economics and Research Branch of the Department of Labour at January 1, 1956, show a 6-per-cent membership increase over the previous year. The membership represented at the founding convention of the Canadian Labour Congress (see box) was approximately 1,018,000.

## **Merger Creates Canadian Labour Congress**

Union of the Trades and Labour Congress of Canada and the Canadian Congress of Labour was sealed at an historic week-long founding convention of the Canadian Labour Congress in Toronto last month. All but a third of a million of Canada's 1,346,000 union members are represented in the new organization.

(A detailed report of the convention will appear in the June issue.)

The convention was notable for several reasons:—

It was the largest labour convention ever held in Canada; 1,619 delegates representing 1,380 organizations attended.

It was the first labour convention in more than half a century that was addressed by a Canadian Prime Minister.

It elected to a vice-presidential post the first woman to hold such a high position in a national labour organization.

### **Main Features**

Main features of the convention were:

The adoption of a constitution for the million-member CLC, comprising 18 articles and 111 sections, that, among other things, permits Communists to be accredited as delegates but bars "any organization controlled or dominated by Communists, Fascists or other totalitarians" from affiliation and prohibits the election of anyone who "expounds or promotes or encourages any doctrine or philosophy contrary to or subversive of the fundamental principles and institutions of the democratic form of government of Canada".

The adoption of a platform of principles proclaiming the 29 planks on which rest the aims of the Congress.

The empowering of the executive council to negotiate the terms of affiliation of the Canadian and Catholic

Confederation of Labour, the One Big Union and the Canadian membership of the United Mine Workers of America.

Announcement by George Meany, President of the American Federation of Labour and Congress of Industrial Organizations, who was the fraternal delegate from that body, that the AFL-CIO would instruct its directly-chartered locals in Canada to seek CLC charters and that the AFL-CIO would cease its organizing activities in Canada, its present organizers being returned to their own international unions or absorbed in the CLC.

Adoption of an elaborate statement of economic policy outlining 12 measures to achieve full employment at the highest possible standard of living.

Approval of two major resolutions setting out the political education policies that will guide the Congress in political matters.

Consideration of 458 resolutions in all, dealing with social security, legislation, human rights, international affairs, education, taxation, immigration, housing, and conditions and hours of work.

### **Election of Officers**

Election by acclamation of the three top officers of the new Congress: President Claude Jodoin, Executive Vice-president Gordon G. Cushing, and Secretary-Treasurer Donald MacDonald. A total of 13 Vice-presidents were also elected.

The Congress pledged itself to put forth every effort to organize the unorganized and to fight against any moves that would eliminate the workers' right to strike.

Hon. Milton F. Gregg, Minister of Labour, was one of the many guest speakers at the convention.

## **TLC and CCL Councils Merge in Vancouver**

Vancouver's two labour councils have merged into the Vancouver-Lower Mainland Trades and Labour Council. They are the Greater Vancouver and Lower Mainland Labour Council (CCL) and the Vancouver, New Westminster and District Trades and Labour Council (TLC).

President of the new council is Lloyd Whalen, formerly President of the CCL group.

The new group will apply to the newly-founded Canadian Labour Congress for a charter.

## **AFL, CIO Organizations Merge in Four States**

The merger of CIO and AFL state organizations in the United States is progressing favourably, although an occasional voice is raised in opposition.

In Kansas City the Teamsters lost a determined fight to prevent merger of the Missouri Federation of Labour and the State Congress of Industrial Organizations.

First state in which AFL and CIO organizations consolidated was Arkansas, followed by Tennessee, Missouri and Louisiana.

Seven other states and one territory are planning merger conventions before August. They are Arizona, Montana, Vermont, Colorado, Virginia, Wyoming, Oregon and Puerto Rico.

Meanwhile, the Building and Construction Trades Department announced it would oppose mergers of state and local labour federations until an agreement on work jurisdiction was reached with the Industrial Union Department.

It charged that the industrial unions were taking over jurisdiction of workers who belonged in the building and construction unions.

State and city federations have until the end of 1957 to merge under the articles of agreement between the old AFL and CIO.

## **B.C. Teachers' Federation Breaks Link with TLC**

An 8,700-member affiliate of the Trades and Labour Congress of Canada—the British Columbia Teachers' Federation—last month voted to end its 13-year link with the labour organization, less than three weeks before the merger of the TLC and the Canadian Congress of Labour. The vote, by secret ballot, was 304 to 275 against continued affiliation.

Pleas by four past presidents of the Federation failed to halt the disaffiliation move.

The delegates split on what some described as "professionalism" versus "trade unionism".

Past President Tom Alsbury, who was Vice-president of the Vancouver, New Westminster and District Trades and Labour Council and who had already been selected as one of the Council's delegates to the founding convention of the Canadian Labour Congress, was one of those calling for continued affiliation. Teachers should join with labour and work for the common good, he said.

After the vote to disaffiliate, the Federation's convention passed a resolution expressing "appreciation of the courtesy extended and assistance received" during the period of affiliation and voicing "willingness to co-operate" in matters governed by the Federation's policy.

## **Carpenters Gain U.S.-Wide Preferential Hiring Pact**

Union carpenters are given the right to first call on construction jobs under a national agreement signed recently in the United States by the United Brotherhood of Carpenters (AFL-CIO) and the National Contractors Association. The agreement will apply even in states which have "right to work" laws that forbid any form of compulsory union membership.

The contractors (the Association represents 20 leading ones) agreed to recognize the "jurisdictional claims" of the union and to "abide by all lawful rules and regulations" applicable to union members employed by the contractor.

### **Local Conditions Prevail**

"No change is to be made in the hours and wages in any locality, and no conditions imposed other than are enforced on all local firms," the agreement reads.

The union agreed "to furnish competent journeymen as requested and, further, that no stoppage of work or any strike of its members, either collectively or individually, shall be entered into pending any dispute being investigated and all peaceful means taken to bring about a settlement."

Maurice A. Hutcheson, President of the union, in announcing the signing of the one-year contract, said that it would provide assurance against strikes or lockouts in atomic energy plants, electric utilities, chemical plants and other industrial concerns.



## **Longshoremen Terminate Alliance with Teamsters**

The International Longshoremen's Association withdrew last month from its "working alliance" with three major segments of the International Brotherhood of Teamsters (AFL-CIO) (L.G., Nov. 1955, p. 1282).

The withdrawal announcement was made by William V. Bradley, President of the ILA. He released the text of a withdrawal letter that had been sent to Dave Beck, President of the Teamsters.

Mr. Beck had been scheduled to appear four days after the announcement at a meeting of the AFL-CIO executive board to explain the so-called "working alliance". Until the dissolution of the alliance, the meeting had planned to discuss possible suspension of the Teamsters on the ground that the alliance was a violation of the AFL-CIO constitution.

A proposed loan of more than \$400,000 to the ILA fell through when AFL-CIO President George Meany indicated that the Teamsters would be courting expulsion if the funds were transferred.

The working arrangements of the "alliance" called for mutual strike aid and combined organizational efforts.

## **Toronto Teamster Local Clashes with U.S. Chiefs**

In protest against what he termed the "underhanded domination" of his union's affairs in Canada by leaders in the United States, William Mills last month resigned the presidency of Toronto Local 938 of the International Brotherhood of Teamsters. The resignation was rejected by the 4,200-member local.

After this vote of confidence, Mr. Mills requested Teamster President Dave Beck to investigate the "conduct and administration of Joint Council 52" and criticized the "conduct and actions of" I. M. Dodds, Teamster representative in Ontario. He requested Mr. Dodds' removal "from the scene of Canadian labour".

The incident was the latest in a series of clashes between Mr. Mills and Teamster officials in Detroit.

## **Assistant Legal Adviser Of UIC Died Last Month**

Ian G. Ross, Assistant Legal Adviser of the Unemployment Insurance Commission for the past four years, died suddenly in Ottawa on April 6 at the age of 47.

He practised law in Nova Scotia until early in 1942, when he joined the RCAF as an administrative officer. Entering the Civil Service in 1946 on his discharge from the RCAF, he was employed as senior departmental counsel in the succession duties branch of the Department of National Revenue's legal division until he joined the UIC in 1952.

Mr. Ross's last important assignment was in connection with the new Unemployment Insurance Act regulations drafted last fall.

## **1955 Farm Income Down In Both Canada, U.S.**

The income of Canadian farmers for 1955 from the sale of products and participation payments last year on 1954 grain crops amounted to an estimated \$2,352,600,000, 1.8 per cent below 1954's \$2,395,300,000 and 17.4 per cent under the all-time high of \$2,849,300,000 in 1952.

In addition to cash income from sale of farm products, supplementary payments through Prairie Farm Assistance Act to farmers in Western Canada amounted to \$33,300,000 in 1955, compared with \$2,400,000 in 1954 and \$1,600,000 in 1953.

In the United States, farm income fell nearly \$1 billion in 1955. Total income was around \$19 billions, about \$860 per farm, compared with \$913 in 1954.

## **1955 Corporation Profits Up 35% After Taxes**

In the last quarter of 1955, Canadian corporation profits before taxes were estimated at \$786,000,000, an increase of \$225,000,000, or 40 per cent, above the 1954 fourth-quarter estimate, the Dominion Bureau of Statistics reported last month.

Cumulative profits before taxes for 1955 were \$3,022,000,000, an estimated \$632,000,000 (26 per cent) above the preceding year's figure.

Income tax liabilities estimated for the final quarter of 1955 were \$342,000,000, an increase of \$72,000,000 over the 1954 figure for the same period. Estimated tax liabilities for all of 1955 were \$1,366,000,000, an increase of \$206,000,000, or 18 per cent, over the 1954 figure.

Income taxes for 1955 were estimated at 45 per cent of profits.

Corporation profits after taxes in the final quarter of 1955 were up an estimated \$153,000,000, or 53 per cent, to \$444,000,000. Cumulative profits after taxes for the entire year were estimated at \$1,656,000,000, up to \$426,000,000 (35 per cent) from the preceding year's \$1,230,000.

## **Studies Relation between SUB, Jobless Insurance**

The relation between supplementary unemployment benefits paid by an employer and benefits paid under the revised Unemployment Insurance Act and the consequences and mutual effects of the two sets of payments are discussed in an article, "Guaranteed Wages, Company Unemployment Benefits and the New Unemployment Insurance Act", in the March issue of the Laval University quarterly, *Relations Industrielles*. The writer of the article is C. F. Owen, Instructor and Lecturer in Economics at the University of Toronto.

Referring to the amended Unemployment Insurance Act, the author contends that "if the primary requisite of the Act, that an individual actively seeks new employment, is satisfied, then it will be possible to obtain unemployment insurance and company supplemental unemployment benefits simultaneously".

In connection with the provision of the Act which allows an employee receiving unemployment benefit to earn certain limited amounts without being disqualified from receiving benefit, Mr. Owen goes on to say: "However, it is maintained here that the provision for permitting limited earnings will *not* apply to payments received from company supplemental unemployment benefit schemes." The writer is of the opinion that for several reasons supplementary unemployment benefits will not be considered as earnings for this purpose, and that consequently an unemployed person receiving SUB will not be debarred from also receiving unemployment insurance benefit.

The article then goes on to explain the complications which would arise if a company were to guarantee wages during lay-off, and the great variations in cost to the employer between individual employees. The amount the employer would have to pay to make up a given wage would depend on the amount of unemployment insurance benefit that each employee was eligible for. Consequently the writer concludes that "it would be extremely difficult if not completely impossible to make a specific calculation of the cost of the guaranteed wage plan".

In contrast with this, the limited and definite cost to the employer of the Ford and General Motors plans is emphasized, in which the total cost can be determined by accounting methods similar to those for calculation of the general wage bill.

The writer believes that "the present plans are unlikely to have resolved the

issue of the guaranteed wage itself, for the simple reason that they are not guaranteed wage schemes. Accordingly, it is highly probable that we have only just completed the first phase of a controversy that may last over a number of years.

"It may well be that the actual guarantee of wages or benefits on the one hand, and the limited financial liability of the company on the other, represent two irreconcilable issues," he added.

However, he concludes, "there is no doubt that business management can play an especially important role in action against the business cycle and seasonal variations in unemployment. To the extent that the system of company supplemental unemployment benefit plans indicate or stimulate management consciousness to the merits of *general* action by companies to alleviate unemployment, economic and social advantages may emerge which would be of much more consequence than the immediate matter of providing an addition to unemployment insurance."

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## **Legal Obstacles to SUB Gradually Being Overcome**

Possible legal obstacles to the putting into effect of supplementary unemployment benefit (SUB) plans already agreed on between management and labour in the United States are being gradually cleared away. Virginia, however, has recently amended a law in order to expressly forbid the simultaneous payment of SUB and state unemployment compensation to unemployed persons. Georgia, on the other hand, has passed an amendment to the opposite effect.

During the past six months rulings given by authorities in a number of states have decided that existing laws place no barrier against the combining of private SUB with state benefits for the unemployed. Rulings to this effect have been made in California, Connecticut, Delaware, Florida, Massachusetts, Michigan, New Jersey, New York, Pennsylvania, and Washington.

These rulings are of special importance in connection with SUB plans of the Ford type, which do not become effective until states in which two-thirds of the employer's workers are employed approve the dovetailing of SUB with state compensations. The Ford plan also becomes void unless this approval has been given by June 1, 1957.

All the SUB plans are conditional upon Internal Revenue Service rulings that an employer's contribution to such funds are



deductible as business expenses for income tax purposes. Recent rulings appear to have left the way clear in this matter.

The Wage-Hour Administrator has settled another question by deciding that an employer's contributions are not to be considered as part of an employee's regular pay in computing overtime pay.

A new development has been the proposal to place legal limits on future increases in private unemployment pay. Recently the Michigan legislature has been considering a bill which would put a limit of \$25 a week on SUB payments. This measure has been twice thrown out by the House, but has been approved by the Senate. In New York a similar bill was introduced but not acted upon.

It looks now as though the auto companies' plans will take effect on June 1, as agreed. This, however, is not certain.

As to the future spread of SUB plans, the United Steelworkers appear to have determined to make SUB a main issue when they begin bargaining with the steel companies next month. Settlements announced so far in the aircraft manufacturing industry, however, say nothing about layoff pay, although the UAW tried to get such plans at Douglas and North American Aviation plants.

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### **Vocational Training On Increase in N.B.**

New Brunswick has 25 more schools offering vocational training than it had five years ago, J. W. McNutt, the province's Director of Vocational Training, reported last month in an address to the annual meeting of the New Brunswick Vocational Institute. He said 55 schools with such training were now operated in the province.

The vocational high school enrolment in New Brunswick last year, Mr. McNutt pointed out, was 34 per cent of the total provincial high school population. In addition, he said, 11,954 pupils in grades seven, eight and nine had taken vocational exploratory courses last year.

Mr. McNutt said there was a definite need for additional trained vocational teachers in provincial schools.

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### **University Enrolment**

Full-time university-grade enrolment at Canadian institutions of higher learning increased 6.2 per cent between December 1, 1954, and December 1, 1955, the Dominion Bureau of Statistics has reported. Enrolment last December 1 was estimated at 71,600, compared with an estimated 67,500 at December 1, 1954.

### **NES Manager in Cornwall Second in IAPES Contest**

J. Rene Laframboise, Manager of the Cornwall, Ont., office of the National Employment Service, was runner-up for the 1956 Award of Merit of the International Association of Personnel in Employment Security.

The Award went to Mariclare Crenshaw of Gallatin, Tenn.

In 1953, the Hon. Milton F. Gregg, Minister of Labour, won the Association's Certificate of Merit (L.G. 1953, pp. 990-991).

### **Basis of Nomination**

The nomination of Mr. Laframboise, by the Ontario chapter of the IAPES, was based on his organization of labour requirements for the St. Lawrence Seaway project.

Manager of the NES office since 1941, Mr. Laframboise had previously served for many years in banking and the textile industry. He has been a member of IAPES since 1942, and has served two years as chapter district representative.

A native of Quebec, he is thoroughly bilingual. While with Canadian Cottons, Ltd., he held office as secretary, then president, of the union local there.

Mr. Laframboise' work has not been confined to planning and organization of employment placement and job insurance services in the Cornwall area.

He has spearheaded civic, government and welfare agency planning which, with the approval of the Ontario Hydro-Electric Power Commission and all interested community groups, established the "Central Employment Bureau" with headquarters in Cornwall.

Labour turnover at the project thus far on approximately 20 contracts worth some \$80 millions started by Seaway contractors has been about 6 per cent.

Maintenance of a central record file on all Seaway workers in the Cornwall office provides worker recall procedure that affords ready compliance with the seniority clause of the collective labour agreement.

### **Smooth-working Routine**

A reservoir of available, qualified applicants is on file and estimates of advance labour needs on the project are currently with the NES office. Labour clearance, nation-wide when required, is a smooth-working routine.

Community housing facilities are catalogued and listings maintained. This, and other well-organized civic and welfare services at the community level, has forestalled problems that arise in "boom" situations.

## **Many Sources Report Shortage of Engineers**

Complaints of the shortage of engineers and scientists, and warnings that a continuance of the deficiency will handicap Canada's economic and scientific development, are being heard in many quarters.

In the United States it is the same story. In fact it is a grievance with Canadian employers that American firms are able to draw trained men away from their jobs in Canada with offers of higher pay than Canadian employers can afford.

Dr. O. M. Solandt, on his retirement as Chairman of the Defence Research Board, told a press conference that the shortage of engineers and scientists will be the dominant factor and a critical problem in Canadian scientific and economic development.

Dr. Solandt said that defence research and development are more important than the quantity of armed forces.

As measures to overcome the shortage he suggested: foundation of several new universities, increased financial aid for education at all stages, recognition and treatment of the shortage as a main problem for the whole country, and the extensive provision of scholarships.

Four leading electronics companies told the Royal Commission on Canada's Economic Prospects that their most pressing need is for highly trained engineers and research men. Submissions from RCA Victor Co. Ltd., Northern Electric Co. Ltd., Canadian Aviation Electronics Ltd., and Canadian Marconi Co. proposed tax concessions to help research and to facilitate measures designed to encourage Canadian research workers to remain in Canada.

A spokesman for Canada's textile industry has reported an unprecedented need in the industry for scientists and technicians. J. A. Dixon, President of the Textile Technical Federation of Canada, said in Guelph last month that post-war developments of new fibres had created the shortage. He urged the industry to support schools and groups seeking to maintain a supply of technicians.

The Canadian universities say that there are not nearly enough graduates to satisfy the demands of government and industry. "When the department was set up a few years ago," says John McLean, Director of the University of British Columbia's Personnel Department, "we were concerned with finding jobs for students. Now we're trying to find students for jobs."

This year UBC will have 162 graduates in engineering; 500 jobs have been offered

to them. There is also a big demand for graduates in commerce, forestry, chemistry, geology, and physics.

The low birth rate of the '30s coupled with the post-war economic boom is responsible for the shortage, which will probably continue for another three or four years, although more university students will be graduating every year, Mr. McLean said.

An Ontario report from National Employment Service says "the invasion of universities by employers seeking 1956 graduates for their permanent staffs and undergraduates for summer employment has been the greatest yet recorded. . . . The strongest demand has been for persons graduating in engineering, commerce, geology, mathematics, physics and chemistry."

At the University of Toronto this year, 332 companies have been seeking 4,300 new employees. Last year 3,000 vacancies were listed by 309 companies.

Dr. Sydney Smith, President of the University, has warned industry that if it continues to draw off top-notch university professors by offering high salaries it may kill the goose that lays the golden eggs. He said that his institution, and others also, are having serious difficulty in getting enough high calibre instructors to train the increasing number of students required in Canada's economic expansion.

The National Conference of Canadian Universities, representing generally the views of Canadian universities and colleges, estimates that student enrolment may triple by 1972 to about 216,000. But to absorb the students, universities will have to expand their facilities and increase their teaching staffs.

G. Lorne Wiggs of Montreal, retiring President of the Corporation of Professional Engineers of Quebec, told members of the Corporation at their annual meeting that the increasing shortage of engineers in Quebec and other parts of Canada is so disastrous that it may have an adverse effect on the country's development.

Referring to the military aspect of the situation Mr. Wiggs said: "The deadly race between the Western Allies and the Communists to produce engineers and scientists may well determine the future of Canada."

Speaking on the same subject, the Hon. George Prudham, Minister of Mines and Technical Surveys, recently told the Prospectors and Developers Association, at its convention in Toronto, that compared with the 200 young men and women who graduated from Canada's 16 principal universities last year with degrees in mining and geology, the Russian output was about 60,000.



"Our youth must be trained in the techniques that will keep our free economic system to the forefront," he said.

Dr. Gordon M. Shrum, dean of graduate studies at the University of British Columbia, a short time ago was quoted as saying that women can help to meet the critical need for scientific and technical people in Canada and in the rest of the free world. In Russia, he pointed out, women carry out half the country's scientific research.

Sometimes it is asked whether there are enough people of the needed ability to produce a large increase in the number of engineers and scientists. Answering this question as it applied to the United States, Prof. Sumner H. Slichter of Harvard University in a recent address said that his reply was an emphatic "Yes".

Basing his statement on the results of the U.S. Army General Classification Test, Prof. Slichter said that the number of college entrants among males could be increased by 52 per cent without taking anyone with an intelligence score not at least equal to that of the average college graduate of the present time.

In other words, he said, college entrances could be increased by more than 50 per cent without taking in a single male who would lower the average level of intelligence of the student body. He added that among males of superior intelligence, 43 per cent never enter college.

### **Suggests Education Fund For Mining Professions**

Establishment of a fund—supported by mining companies—to educate more Canadians for professions connected with mining was recommended to delegates attending the annual convention of the Canadian Institute of Mining and Metallurgy in Quebec last month.

The suggestion was made by H. J. Fraser, Vice-president and General Manager of Falconbridge Nickel. He asserted that an urgent situation has been created by lack of Canadian mining engineers, geologists and metallurgists, and that immediate measures must be taken to meet the need.

Under the suggested plan, all mining companies would contribute to the fund for educational grants. The same organization would obtain from directors of schools information on likely students, and bursaries or scholarships would be issued to them.

The convention was told that university graduates now entering the mining field are

sufficient only to replace those who die or retire. It was estimated that 300 will go into mining in 1956; at least 600 to 900 will be required to meet all demands.

### **SUB Plans Challenged In Connecticut Court**

A "friendly" suit that challenges the legality of supplementary unemployment benefit plans was filed last month in Connecticut Superior Court by the Connecticut Manufacturers' Association.

The state's Attorney General has ruled that SUB payments do not bar recipients from receiving benefits from the state's unemployment compensation fund.

Basis for the Association's suit, it was explained by Norris W. Ford, Executive Vice-President, is the Association's belief that "it was never the intention of our General Assembly to provide for payment of state benefits to unemployed persons who were simultaneously drawing similar benefits from another source".

### **2½ Million More at Work In U.S. Than Year Earlier**

Total United States civilian employment in March was 2½ million higher than March of last year. It reached 63.1 million, half a million above the February level.

Unemployment for March, at 2.8 million, remained close to the level of the two previous months. This year, some layoffs of factory workers partially offset rehiring in construction and other expanding seasonal lines. State insured unemployment totalled 1.5 million.

Seasonal employment gains were reported in construction, transportation, services, and government.

Despite the slight change in March, total unemployment was down by 350,000 and state insured unemployment by 250,000 from the level of March 1955. The proportion of all civilian workers out of jobs dropped to 4.3 per cent from 5.0 per cent a year ago, and was as low as in any March since World War II except for the period of the Korean conflict.

A February-to-March decline in the work-week, together with the cutbacks in hours in previous months, brought hours of work below the March 1955 level in most manufacturing industries.

A rise of one cent in average hourly earnings occurred in most manufacturing industries. In some industries, the increases were due to negotiated or scheduled wage rate increases.

## **IAM President Outlines Basis of Good Relations**

"Successful labour-management relations must rest upon mutual respect, a faith in collective bargaining, and an appreciation of the interest of the larger community in the affairs of the company and the union," declared A. J. Hayes, President of the International Association of Machinists, in an address to the Minnesota Society of Industrial Engineers.

Mr. Hayes deplored as an obstacle to good labour-management relations the habit of the press and public to think of labour matters "in terms of strategy, targets, and so on". This habit, he said, "furtheres suspicions and fosters the idea of 'labour' and 'management' as tremendous and powerful monolithic structures, and complicates the job of real collective bargaining."

The first thing labour and management should do, the IAM President suggested, "is to disabuse their minds of such nonsense and sit around the bargaining table as a group of human beings, each with a stake in the progress and prosperity of the firm, considering each other's problems and petitions calmly and objectively".

### **Faults on Each Side**

Mr. Hayes then listed particular faults on each side. "On labour's side there are two major factors about which something should be done. One of these is union politics. This is one of the necessary results of democracy, and within limits, politics is a healthy activity. But its operation sometimes gets out of bounds and complicates the desirable ends of democracy. Incumbent officers may forget their basic responsibilities to the union and to management in an effort to maintain themselves in office. And aspirants for office may engage in irresponsible actions and make wild charges and promises in their efforts to replace the incumbents.

"Another complicating factor on the union side of the table," he said, "is the tendency on the part of union leaders and groups of union members to make a display of power under certain circumstances. I suppose this is just human, but it can be very dangerous and destructive of sound labour-management relations."

### **Management Prejudice**

Turning to the faults on the other side of the table, he said, "one of the greatest obstacles in the way of sound labour-management relations is a prejudice against the basic idea of the labour movement—hostility against the very idea that workers should have any say in determining their wages, hours and conditions."

Although this idea was not openly held by management, he said that "there is strong evidence to the effect that too many of them secretly or within their own circles do believe in it".

Referring to such legislation as "right-to-work" laws, Mr. Hayes said: "I believe that labour-management relations have been suffering recently because of a growing tendency on the part of a certain segment of management to use political means to achieve economic ends."

### **Another Obstacle**

Another obstacle to sound labour-management relations, he said, was "the spreading tendency on the part of management in many of our larger corporations to restrict their participation in collective bargaining to a flat offer, which is either made to the employees individually by ignoring the union negotiating committee, or which is the same as the 'sign or else' position of some unions in the past. Surely," he said, "this is not bargaining in good faith."

Another management practice that is adverse to good industrial relations, said Mr. Hayes, "is the effort to control the union. Any attempt to convert a union from an effective organization of employees to a controlled tool of the industrial relations department is bound to fail," he contended. "A union cannot be half free and half captive. In my opinion we have been paying too much attention to the techniques of labour-management relations, and not enough to its primary purpose. To some union politicians, and to far too many professional industrial relations people within industry, collective bargaining has become primarily a tool for personal advancement."

### **Fundamental Concepts**

There is a "desperate" need for a return to the fundamental concepts of sound labour-management relations, he declared. Three things are needed: "a sincere belief on the part of labour in the right of management to operate its establishment efficiently and economically and to return a reasonable profit to the investors; an equally sincere belief on the part of management in the right of employees to organize and bargain collectively and to use their unions in every lawful manner to achieve what they consider their just due as employees and as free human beings; a joint appreciation by both management and labour of their responsibilities to each other and to the country as a whole."



## **MP, Labour Leader Voice Views on Automation**

Two papers on automation, one by a government official and the other by a union spokesman, were recently presented to the Society for Advancement of Management. The speakers at the Montreal meeting were John H. Dickey, Parliamentary Assistant to the Minister of Defence Production, and Murray Cotterill, Public Relations Director for the United Steelworkers.

A large part of the benefits of automation fall directly to labour, said Mr. Dickey. Other results that would ease labour's worries about automation, if management and government would point them out, were listed by Mr. Dickey.

"If automation increases productivity," he pointed out, "then these increases will be reflected in higher real wages. If automation reduces cost, presumably either lower prices will result or prices of articles affected may not rise as much as they would under ordinary circumstances.

"New employment opportunities are created partly as the direct result of automation in other sectors of the economy; and partly in the economy as a whole as a result of sensible policies directed towards general expansion of the country.

"Facilities are available to increase the mobility of the labour force, ranging from retraining schemes to assisted transportation.

"The comprehensive social security program tides labour over problems of adjustment, as well as contributing to the expansion of domestic demand."

Management, Mr. Dickey said, would "require a greater understanding of social and economic matters in addition to an appreciation of the technical questions involved"

Collective bargaining could be used to meet each problem that arose on the road to automation, Mr. Cotterill said, "to pull us back on course when we veer from a safe balance; to make certain we drive at a safe speed".

Mr. Cotterill said management's job was to introduce new and more efficient processes while union's job was to make certain people didn't get laid off unnecessarily. The compromises worked out, he said, wouldn't satisfy either side, but they would help people.

The duties of management and unions, as he saw it, were outlined by Mr. Cotterill:—

"It's management's duty to try for a good, high profit; the union's to snatch as

much of it back as possible in the form of extra buying power.

"It's management's job to introduce labour-saving machinery that will produce at lower cost; the union's to snatch that saving away by insisting upon shorter hours and more paid vacations.

"It's management's job to command top performance from employees by penalties and by rewards; the union's to see to it that penalties and rewards are justified and adequate."

The last thing either management or labour should do, Mr. Cotterill said, was to try to do the job of both sides.

As production per man hour goes up, he said, unions would continue to fight for shorter hours, more holidays and with longer paid vacations. Unions would, he said, "press for the guaranteed annual wage, more accurately called supplementary unemployment benefits, to avoid unnecessary layoffs".

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## **5-Year Pact Increases Last 2 Years' Pay Hikes**

A five-year contract has been signed by Canadian General Electric, covering 5,200 employees, members of the United Electrical, Radio and Machine Workers of America, providing for an average increase of more than 38 cents an hour for each employee over the five-year term of the agreement.

Employees will get a 3-per-cent wage increase in each of the next three years, and a 3.5-per-cent raise in each of the last two years. An escape clause in the contract allows either side to terminate it at the end of 1958, but this may not occur, due to the higher percentage of salary increase in the last two years.

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## **Civil Service Accident Claims**

In the 1955-56 fiscal year, 16,062 accident claims were reported to the Government Employees' Compensation Branch, an increase of 372 over 1954-55. It was the smallest annual increase recorded in a number of years, 2.37 per cent compared with 4.8 per cent for the previous year. The total for the year, however, was the highest on record.

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## **N.Y. Sickness Disability Program**

The State of New York has increased its maximum weekly benefits under its sickness disability program from \$33 to \$40, raised from 13 weeks to 20 the maximum duration of such benefits, and eliminated the one-week waiting period for unemployment insurance where job loss is caused by a natural disaster.

## **Stresses Need to Expand Employment for Oldsters**

The fact that by 1965 almost one-third of the total United States labour force will be 45 to 64 years of age underscores the necessity for promoting employment opportunities for mature workers, said Ewan Clague, Commissioner of Labor Statistics, U.S. Department of Labor, speaking to the Older Worker Section of the American Personnel and Guidance Association late last month.

Many Canadians attended the meetings. The chairman of the Older Worker Section was Dr. W. G. Scott, of the Ontario Regional Office of the Unemployment Insurance Commission, Toronto.

### **Expected Increase**

In line with the relatively small increase in population in the 24-44 age group in the next 10 years, due largely to the low birth rate of the depression years, only a small increase in the number of workers in this age group—one-half million—is expected by 1965. By contrast, the number of workers in the 45-64 group is expected to increase by 3½ million during the next decade in the United States.

At the same time, the number of workers in the labour force 65 and over is expected to increase by about 400,000 during the next 10 years, just about equalling the increase for the 25-44 group.

At the other end of the scale, the number of children under 10 years of age has been increasing percentagewise in proportion to the total population. In 1940, 16 per cent of the population in the United States was under 10 years of age. Ten years from now this figure is expected to be about 20 per cent of the population.

The increase in the proportion of young people and older people in the population while the middle group, 24-45, remains relatively static points up the importance of the U.S. Labor Department program designed to bring about the best utilization of older workers, Mr. Clague said. He pointed out that in the last 55 years in the United States the number of persons more than 65 years of age had more than quadrupled. Much of this increase had been due to people living longer, as average life expectancy for men had increased from 48 years in 1900 to 65 years in 1950.

The increase in life expectancy combined with changes in the pattern of working life had resulted in a lengthening of working life expectancy for a 20-year-old man from 32 to 42 years since 1900, but had not kept pace with the increase in total life expectancy.

Mr. Clague said that under mortality and work patterns in the year 1900, a 20-year-old man could expect to live 42 years and to work 39 years, living 3 years in retirement. By 1950, a 20-year-old man could expect to live 49 years and to work 43 years, living 6 years in retirement. By the year 2000, a 20-year-old man might expect to live 54 years, to work 45 years, and to have 9 years in retirement.

### **Longer Life Expectancy**

Mr. Clague pointed out that the doubling between 1900 and 1950 of the number of years that man could expect to spend in retirement had resulted from an increase in life expectancy of seven years (for a 20-year-old man) accompanied by an increase of only four years in work-life expectancy. In other words, the increase in working life had not kept pace with the increase in total life expectancy.

This shorter period of retirement in 1900 had resulted from two factors: (1) Only a small proportion of the population survived to the age which is now considered conventional for retirement; (2) A large proportion of the men were farmers who tend to keep on working as long as they are able. Now more workers survived to older ages and farmers made up a smaller proportion of male workers. Moreover, there were now age restrictions in hiring practices, compulsory retirement ages in private pension plans and widespread availability of social security for older persons.

Mr. Clague reported that the U.S. Department of Labor was developing a program designed "to break down age restrictions in hiring and to help middle age and older workers to make fuller use of their skills, knowledge and abilities".

## **Office Worker Salaries Rising Faster Again**

Although for a number of years factory wages and working conditions improved faster than those in offices, this state of affairs seems to be coming to an end, according to an article, "Compensation of Office Workers in 1955", by John Hockman, Systems and Procedure Officer, Steinberg's Ltd., Montreal, published in "Office Equipment News" for March 1956.

The National Office Management Association, the article says, has compared weekly average salaries in seven clerical jobs in 17 cities in the United States and Canada, arbitrarily selected. It found a continuous increase for the last ten years, totalling nearly 60 per cent. The rate of increase was steady except for a slight slowing down in 1954.



Since current Dominion Bureau of Statistics figures do not cover office employees separately, the Bureau's tables of average weekly wages and salaries in the finance, insurance and real estate industries were used in the article as a guide in constructing a chart. These figures cover only salaried employees, most of whom in these industries are office workers.

This chart shows a fairly steady increase for 1954 and 1955, amounting to more than 6 per cent for 11 months of 1955, December figures not being available. This increase, the writer remarked, compares with an increase of 5 per cent for all industries from January to October 1955, bearing out the belief that if the factory was catching up with the office at one time, the office has not lagged behind during the past year.

### **Not Lagging Behind**

A once frequently heard comment that seems to have lost its validity in the light of recent experience, the article points out, was that while the unions could exert pressure to keep wages in line with an increasing cost of living, salaries tended to lag behind. The experience of the past year, during which the consumer price index rose a bare half-point, as against a much greater increase in office pay, lends no support to this view, the writer says.

Another chart shows median rates for certain jobs in 12 principal Canadian cities, and is based on information given by the Department of Labour, the DBS, the National Office Management Association and the Montreal Board of Trade.

The chart shows marked increases in 1955, compared with 1954, for 12 jobs, while five remained the same. Only four showed decreases; these, the writer pointed out, were occupations in which a job-holder may be promoted to the next grade, reducing the general level of salaries in both grades.

Salaries for executive office workers were an exception to the general trend for office workers, the article remarked. A study by the American Management Association in the United States and Canada shows that their compensation (including salary, bonus and company contributions to retirement plans) increased on an average by only 1.8 per cent between December 31, 1954, and December 31, 1955.

### **Numbers of Clerical Workers**

Another chart (based on DBS figures) shows numbers of clerical workers as a percentage of the total labour force in Canada for certain years, as follows: 1921, 6.9 per cent; 1931, 6.6 per cent; 1941, 7.3 per cent; 1951, 10.4 per cent. Female office

workers accounted for nearly all of the increase between 1921 and 1951, being only 2.8 per cent of total labour force in 1921 as against 6.0 per cent in 1951, while males increased only from 4.1 per cent in 1921 to 4.4 per cent in 1951. In 1931 and 1941 males showed an actual decrease, being only 3.7 and 3.9 per cent for the two years respectively.

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## **Railway Expenses Rise Faster Than Revenue**

Operating revenues of Canadian railways in December 1955 were \$98,819,441, an increase of 4.1 per cent over the \$94,940,390 earned in December 1954, the Dominion Bureau of Statistics reported last month. At the same time, operating expenses increased 5.3 per cent from \$86,944,422 in December 1954 to \$91,563,383 in the same month of 1955.

Since expenses increased faster than revenues, net operating revenues declined 9.3 per cent to \$7,256,058 from \$7,995,968, and operating income dropped 12.5 per cent to \$3,748,092 from \$4,283,375.

Employees on the railways' payrolls numbered 182,835 in 1955, compared with 179,497 in 1954, while their earnings increased from \$52,264,605 to \$55,486,819.

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### **Labour Income Drops**

Labour income in Canada dropped \$45 million in January to an estimated \$1,080,000,000 from \$1,125,000,000 in the preceding month. The total, however, was \$89,000,000 (9 per cent) above January 1955.

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## **CPR Names Manager Of Labour Relations**

S. M. Gossage, who has been assistant manager of the Canadian Pacific Railway Company's personnel department for the past 10 years, was appointed last month to be Manager of Labour Relations.

Mr. Gossage has participated in major wage negotiations with various unions of railway employees. In 1954 and 1955 he was an employer adviser at the International Labour Conference.

Another man prominent in management circles, John Clark Reilly, first General Manager of the Canadian Construction Association, died April 7 in Victoria. Mr. Reilly had assisted in the founding of the CCA and served with it for 28 years until his retirement in 1946.

## Prominent Labour Men Resign Union Positions

Since the beginning of the year, a Vice-president of the Trades and Labour Congress and the President of a provincial labour federation have resigned to take positions outside the labour movement, and a Canadian Director of an international union and a former President of a local labour council have died.

During April, three appointments of interest to labour were announced.

Last January, Sid Oram resigned the presidency of the Nova Scotia Federation of Labour (CCL) to become town clerk of Sydney Mines, N.S. He also resigned from the province's Labour Relations Board, on which he was a labour representative.

In March, R. K. Gervin announced his resignation from all his trade union offices to take an industrial relations post with the Vancouver Building and Construction Industries Exchange and the General Contractors' Association. Mr. Gervin was at the time a Vice-president of the TLC, Secretary-Treasurer of the British Columbia Trades Union Congress, and Secretary of the Vancouver, New Westminster and District Trades and Labour Council. He had been for 30 years a member of Vancouver Local 101 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.

On February 17, the Canadian Director and a Vice-president of the Retail, Wholesale and Department Store Union (CIO-CCL), Thomas B. MacLachlan, died in Toronto at the age of 55. He had served for several years as Vice-president of the Toronto and Lakeshore Labour Council and since 1949 was a member of the executive council of the CCL.

On May 1, in Ottawa, Charles P. Doughty, President from 1914 to 1918 of the Ontario Conference of Typographical Unions and a former President of the Guelph Trades and Labour Council, died at the age of 74.

The three appointments of interest to labour were:—

Romeo Corbeil was named representative in Montreal of the Office Employees' International Union (AFL-TLC). He was formerly representative in Eastern Canada of the International Chemical Workers' Union.

Henry Harm, CCL representative in the Maritimes, was appointed Director of Organization and Education for the Atlantic Provinces.

Ronald Smith, a Vice-president of the Newfoundland Federation of Labour (TLC), has been appointed a member of the Newfoundland Labour Relations Board.

## India Aims at Creation Of New Employment

An increase in the national income of 5 per cent a year and the creation of new employment for 11,000,000 people during the five-year period are given as the two chief aims of India's second five-year plan, which began on April 1 of this year, in a booklet entitled *Second Five Year Plan*, published by the Ministry of Information and Broadcasting of the Government of India.

The population of India, the booklet says, is increasing at the rate of 4,500,000 a year, which means an annual addition to the labour force of 1,800,000 persons. Besides this there are already a large number of unemployed and underemployed persons. It is the aim of the plan to provide for this increase in population and to reduce as much as possible the existing unemployment.

As a means to this end, and as a means also of raising the very low standard of living which prevails at present, a large program of industrial and agricultural expansion is planned. This program will require an investment in the public sector of the economy about double the amount planned in the first five-year plan, while in the private sector the investment required will be about 40 per cent higher than in the first plan.

In order to raise the Rs. 5,600 crore which the plan will require during the five-year period—of which Rs. 4,950 crore are expected to come from domestic sources and the remaining Rs. 650 crore from foreign sources—it is estimated that the rate of domestic savings will have to be raised from 6 per cent of the national income in 1955-56 to 10 per cent in 1960-61.

The question of whether this increase in the rate of domestic saving can be attained without serious inflation appears to be the crux of the whole plan. The planners believe that it can be done, although they evidently contemplate the likelihood that some inflationary pressure will develop.

A Note of Dissent is added at the end of the book, however, in which Prof. B. R. Shenoy, a member of the panel of economists who prepared "a Memorandum on the Basic Considerations Relating to the Plan Frame", expresses his belief that the amount of investment called for is beyond the financial resources of the country. He warns of the economic, social and political dangers of overstraining those resources.



The annual industrial relations conferences of both McGill and Laval universities were held April 16 and 17. Theme of the McGill conference was "Security in an Industrial Economy"; of the Laval conference, "Employment Stability". Reports of both meetings will appear in the June issue.

## **Labour Briefs to Provincial Governments**

### **Ontario Provincial Federation of Labour (TLC)**

A request that the Ontario Labour Relations Act be amended to exclude workers in the building and construction trades from its provisions, and for other changes in the Act, was made in a brief presented to the Ontario Government on March 13 by the Ontario Provincial Federation of Labour (TLC).

Other matters on which the Federation made suggestions included: health insurance, unemployment, education, housing, old age pensions, Trans-Canada pipeline, Trans-Canada Highway; as well as changes in a number of provincial laws.

#### **Labour Relations Act**

The Federation argued that since employment in the building and construction industry is intermittent, and since workmen are constantly changing from one employer to another, the provisions of the Act regarding certification of a bargaining agent and regarding the conciliation of disputes were too slow in operation and were unsuited to the industry. On this account the Government was asked to amend the Act so that it would cease to apply to workers in this industry.

It was also requested that the Act be changed to obviate the need for a union to apply for re-certification in case of a merger or a change of name.

The Federation criticized the working of the conciliation machinery set up by the Act, and suggested that the present conciliation board machinery should be abolished and that the powers and authority of the board should be turned over to conciliation and mediation officers.

Alternatively, the brief suggested it should be made mandatory for a report to be rendered by a conciliation board within 14 days after its last hearing; that provision should be made for conciliation proceedings to be begun, at the request of either party, 90 days before the expiration date of the collective agreement; and that conciliation boards be required to consider the matter of retroactive pay after the expiration of the agreement.

The appointment of judges as chairmen of conciliation boards was objected to by the Federation, which suggested that the

Government try to obtain the services of persons who had had experience of labour-management questions from both sides.

#### **Health Insurance**

The Federation urged the Government "to use all due influence and to co-operate with the Dominion Government in the establishment of a comprehensive and workable national health plan, and take immediate steps, upon satisfactory proposals being made by the Dominion Government, to institute such a plan in the Province of Ontario."

#### **Unemployment**

The Federation regretted that "more than 5 per cent of our working force should be unemployed" at a time when the GNP "is at an all-time high and in this province (there are) 80,000 more persons gainfully employed than at this time last year". The Government was urged to "give leadership ... in seeking a solution in order that, as far as possible, employment may be spread throughout the year".

"Our objective in this regard is the six-hour day and 30-hour week," the labour body said in reference to the fear that "increased productivity, streamlining and mechanization in industry will ... result in chronic unemployment".

#### **Housing**

"Greater encouragement should be given, through lowered down payments and interest rates, for those in the lower income groups to purchase and own their own domicile," the brief said. The establishment of a fund to enable would-be purchasers to borrow up to \$3,000 at 2½ per cent interest was suggested. The need for more redevelopment projects, such as Regent Park in Toronto, was urged.

#### **Other Recommendations**

The Federation asked the Government to:—

Set up a Fair Wage Department, and to take measures to have a Fair Wage Clause inserted in all government contracts similar to those now included in federal Government contracts and in contracts let by Toronto and other cities.

Work to have the federal Old Age Security payments raised from the present \$40 a month to \$75 a month, and to have the qualifying age lowered to 65 years for men and 60 for women. A payment of \$20 a month to supplement the present pension should be made by the provincial Government, the brief said.

#### **Amendments to Existing Legislation**

The Hours of Work and Vacations With Pay Act, the Federation said, should be amended to provide for: working of overtime to be voluntary, and to be paid at time and a half after 40 hours a week; two weeks' vacation or 4 per cent of annual earnings for all workers coming under the Act; limiting of unrestricted hours in canning and like industries by payment of premium for overtime.

The minimum wage for women, the brief said, should be \$30 for a 40-hour week.

The Federation said that the Industrial Standards Act should be amended to provide for equal representation for labour

and management on advisory committees, and for the chairman of such committees to be given the same authority as an officer of the Board.

On the ground that training of apprentices should be the responsibility of the employer, the Federation opposed any system of pre-apprenticeship training that would be a charge on the taxpayers or that would shorten the apprenticeship period now required by the Apprenticeship Act.

Amendment of the Workmen's Compensation Act to provide for payment of 100 per cent of average earnings to an injured workman was requested. It was also recommended that safety educational programs under the control of the Board should be established, and that a Royal Commission should be appointed to study the prevalence, causes and prevention of industrial accidents in the province.

The Federation asked for the amendment of the Fire Department Act to limit the hours for firefighters to 40 a week, without loss of pay if a reduction in hours was involved.

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### **Prince Edward Island Labour Council (CCL)**

Amendment of the Trade Union Act of Prince Edward Island to provide that workers in urban industries shall have the right to belong to free trade unions of their choice, that discrimination against workers because of membership or non-membership in a union shall be prohibited, and that the limitation of 15 employees to one employer be removed, was the foremost request made by the Prince Edward Island Labour Council (CCL) in a brief presented March 14 to the provincial Legislature.

Another change in the Act suggested by the Council was that a minimum wage of \$35 a week for males and \$25 for females be established, with suitable premiums for skilled and semi-skilled workers.

The Council also asked that one week's paid vacation in the first year of service, and two weeks' thereafter, be made compulsory under the Act in all industries; and that maximum hours of work be set at eight per day and 44 per week, with time and a half for overtime.

Lastly, the brief requested that the Department of Labour be given the duty of enforcing the Act. The Council expressed satisfaction at the Government's proposal to set up a Department of Labour, and suggested that a Deputy Minister be appointed from the ranks of organized labour.

#### **Education**

It was an unfortunate fact, the brief said, that many schools in the province were at present served by teachers who had not had sufficient training. The Council suggested that the Government provide scholarships and interest-free loans to help those interested in training, and that there should be a substantial increase in government grants to teachers to give more incentive to young people to enter the profession.

#### **Agriculture**

The Council expressed concern at the continuing decline in farm income. A subsidy on all potatoes exported to the United States, sufficient to offset the duty charged, was urged on the Government.

Freight rates on feed grains shipped from the Prairies should be greatly reduced, the Council said. This, it was argued, would provide a market for western feed grains, and at the same time make it possible for local farmers to raise livestock profitably.

The Government was advised to stop the import of beef into the province except by the carcass or side as a means of protecting cattle-raisers of the province. Another suggestion was that interest-free loans should be made available to suitable applicants who wanted to farm.



## Housing

The Government was asked to provide long-term loans at low interest for house building and improvement.

## Workmen's Compensation

While noting "with a great deal of satisfaction...the enactment of a Compensation Act," the Council asked that the compensation be increased to 100 per cent of wages.

## Other Recommendations

The Council commended the Government for the encouragement and assistance it had given to the processing of the products of the farm and the sea in plants in the province, and on the efforts it had

made to promote the building of a drydock in Charlottetown. But, the brief urged, the drydock facilities ought to be such that government and naval vessels, as well as privately owned ones, could be accommodated.

The Government was asked by the Council to make every effort to induce the federal Government to enlarge Charlottetown airport so that it could cater to modern air traffic.

The Council protested the education tax levied by the City of Charlottetown, claiming that this tax for the benefit of the city schools was unfair to those who worked in the city but lived outside it, and who had to provide for the upkeep of their own schools.

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# Proceedings of Parliament of Labour Interest

## Industrial Relations

April 9

A bill to provide for annual holidays with pay for employees was introduced by Stanley Knowles (Winnipeg North Centre).

Asked to explain the bill, Mr. Knowles said:

The purpose of this bill is to provide by law that all employees in Canada who come under federal labour jurisdiction be granted at least two weeks' holidays with pay after one year's employment. This bill would thus write into federal law a provision already on the statute books of some of the provinces, the provision of at least two weeks' holidays after one year being the best of any such provisions.

April 20

Answering a question previously put by Stanley Knowles (Winnipeg North Centre) as to whether provision is being made for continuation of certification of unions under the Industrial Relations and Disputes Investigation Act, in view of the change of union name that may result from the merger of the two Labour Congresses, the Minister of Labour made the following statement:

If all that is involved is a change in name arising out of the merger, and no change in the union entity is involved, it is considered that this matter of a change of name can be dealt with without difficulty under the existing provisions of the Industrial Relations and Disputes Investigation Act by application of the interested union to the Labour Relations Board for an amendment of the order of certification.

There is, however, a further question which arises as to the status of local unions directly chartered by either of the two labour congresses which have been certified as bargaining agents under our Act.

It is planned, I understand, by the new congresses to have new charters issued by the new congress to these congress-chartered local unions. The question has been raised as to whether the procedure which the new congress proposes to follow will have the effect of extinguishing the entity of the original union and the establishment of a new union in place thereof, or whether the entity of the old union will be preserved under a new name. This is the point which is still getting consideration.

However, my officials advise me that this matter raises no problem of any consequence under our federal Act as there are only 15 of these congress-chartered unions which have been certified under the federal legislation. The view of my officials at this time is that this matter is not one which will require legislation, but I will report on this point later.

I should add that this situation raises a larger and more serious problem in the case of some of the provincial boards where many certifications have been issued to such unions.

## Railways and Non-Operating Unions

April 13

Hon. Milton F. Gregg, Minister of Labour, announced receipt of the report of the conciliation board appointed last December 6 to deal with the dispute between the management and the non-operating unions of Canada's railways.\*

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\*The full text of the report will appear in the June issue of the LABOUR GAZETTE.

## **April 18**

In reply to a question by Stanley Knowles (Winnipeg North Centre), Mr. Gregg said no statement of opinion had been received from either of the railroads on the report; he had received one from the union's representatives.

## **Disabled Persons Legislation**

### **April 13**

Hon. Paul Martin, Minister of National Health and Welfare, in reply to a question put by H. W. Herridge (Kootenay West) as to who was responsible for drafting the regulations under the Disabled Persons Act, said the regulations were framed at a federal-provincial conference and represent the collective will and judgment of those provinces and the federal Government at that conference.

## **Small Loans Act**

### **April 16**

A bill to amend the Small Loans Act to provide that moneylenders will be compelled to state the cost of loans to the borrowers in their advertising was introduced by R. R. Knight (Saskatoon).

## **Blindness Allowances**

### **April 17**

J. C. Van Horne (Restigouche-Madawaska) asked what action, if any, has been taken by the Government to provide handicapped allowances without a means test for blind persons. The Minister of National Health and Welfare replied:

The Blind Persons Act provides for the payment of allowances, subject to a means test, to persons who have attained the age of 18 years. Since the Blind Persons Act came into force on January 1, 1952, the maximum amounts of income allowed have been increased from \$840 a year to \$960 a year in the case of an unmarried person and from \$1,320 a year to \$1,560 a year in the case of a married person. Where both spouses are blind the amount has been increased from \$1,440 a year to \$1,680 a year.

## **Unemployment Insurance**

### **April 18**

In reply to a request by Stanley Knowles (Winnipeg North Centre), the Minister of Labour furnished figures concerning workers who had lost unemployment insurance benefits through revision of the Act.

Asked by Mr. Knowles as to the position of those persons who, after re-examination of their cases, were not put on regular benefit, the Minister said their position is being studied.

## **Canada-USSR Trade Agreement**

### **April 18**

During the debate on the resolution approving ratification of the trade agreement between Canada and the USSR, Donald M. Fleming (Eglinton) expressed regret that the agreement contains no guarantee that Canada will not be asked to import goods manufactured by forced labour.

## **Housing**

### **April 23**

A resolution to amend the National Housing Act was introduced by the Minister of Public Works.

Among the amendments was one providing for payments of contributions to municipalities to assist in the clearance, replanning, rehabilitation and modernization of blighted areas up to \$25 million.

The amendment would also boost home improvement loans guaranteed by CMHC from \$2,500 to \$4,000 for single dwellings and from \$1,250 to \$1,500 for additional home units in the building. Over-all maximum of insured improvement loans would be boosted from \$125 million to \$200 million.

In the debate which followed, John B. Hamilton (P.C. York West) proposed a five-point program as follows: (1) Fix the mortgage interest rate at 5 per cent; (2) Make the down payment as low as possible, in keeping with a sense of ownership; (3) Widen the basis for calculating the income maximum required for loan eligibility; (4) An aggressive land policy; (5) Assist municipalities by making school-building grants in CMHC housing projects.

The bill received its first reading.

### **April 25**

Bill read the second time and considered in committee.

## **Unemployment Assistance**

### **April 25**

Hon. W. E. Harris, for the Minister of National Health and Welfare, moved that the House go into committee at the next sitting to consider a resolution to introduce a measure to provide that contributions be paid out of the revenue fund in respect of unemployment assistance costs in the provinces. The motion was agreed to.



# Automation—What It Means to You...

... was theme of conference sponsored by Canadian Institute on Public Affairs, attended by more than 400 delegates and participated in by Canadian and United States management, labour and university leaders

"Automation—What It Means To You" was the theme of the 2nd Annual Winter Conference of the Canadian Institute on Public Affairs, held at Toronto on February 24, 25 and 26. More than 400 delegates attended and a large portion of the conference's program was televised by the Canadian Broadcasting Corporation.

Four plenary sessions were held during the three-day conference. The first panel discussed, mainly, what automation might mean in terms of production and employ-

ment; the second considered Canada in terms of automation at present and in the future; the third dwelt on the effects of automation in the educational field; and the fourth concentrated on interpreting automation from the psychological point of view.

Ten workshops were held, simultaneously, after the second and third plenary sessions.

Dr. Murray G. Ross, CIPA Executive Committee Chairman, acted as Conference Chairman.

## Automation—More Goods, Fewer Jobs?

The first panel discussed the topic, "Automation—More Goods, Fewer Jobs?" Panel members were: Dr. Elmer W. Engstrom, Vice-president of the Radio Corporation of America; Jack Conway, Chairman of the United Automobile Workers' Committee on Automation and Administrative Assistant to Walter Reuther. Chairman of the panel was Prof. H. D. Woods, Director of McGill University's Industrial Relations Centre.

### Dr. Elmer W. Engstrom

Summarizing the difference between automation and mechanization, Dr. Engstrom said the first task for machines in the industrial revolution of the 19th century was that of supplying and applying power, and the second phase was the mechanization of repetitive tasks for mass production, a mechanization process that was still going on.

Automation, and the use of electronic systems, however, he said, meant that machines take over control of functions normally performed by human operators.

In fact, Dr. Engstrom said, "the concept of automation is broader than that of machines controlling other machines. Rather, in considering automation, we are now beginning to deal with industry and commerce on the basis of a complete system, taking into account the whole process from raw material to consumer."

We have scarcely yet entered the automation age, Dr. Engstrom said. "What we call automation is mechanization with a flavour of automation." He predicted that the rate at which automation would be introduced would be a "slow procession".

Dr. Engstrom pointed out that the North American economy is growing faster than the labour force and "automation appears the only means of achieving the higher productivity which we must have if our economy is to continue to grow".

He predicted increased automation will free workers from machines. These persons will be needed to design, build, service and control automatic machines and make decisions.

However, the scientist added, "while the intelligence of the human being will never be superseded by a machine, there is no question but that electronic systems have already surpassed human information-handling capabilities."

He foresaw new marketing techniques as the answer to any problems created by automation. Automation will mean a great increase in the capital investment per worker, he explained, and therefore, the investment of plant and equipment and the workers must be kept busy to produce adequate returns.

"This being true, the tables will be turned. Marketing and sales will have to be adjusted to a constant or at least a slowly changing flow of goods and services, instead of production being adjusted to sales, as is largely the case in all but a few manufacturing industries today.

"I point to this reversal to show the need for a new and creative management," he said.

Attention and consideration were being given to automation, and its import, by government, management and labour, Dr. Engstrom said. He referred to the findings, recently issued, by a joint committee of

## "Automation and Technological Change"

"Automation and Technological Change," a report of the Joint Committee on The Economic Report to the Congress of the United States, contained fourteen sections:

1. The economic significance of the automation movement is not to be judged or limited by the precision of its definition.

2. The shift to automation and the accelerated pace of technological change is today taking place against the background of relatively high employment levels and of a prosperous economic situation.

3. One highly gratifying thing which appeared throughout the hearing was the evidence that all elements in the American economy accept and welcome progress, change and increasing productivity.

4. Along with automation and the introduction of labour-saving machinery and techniques in some parts of the economy, whole new industries have arisen and may be expected to arise.

5. One fact not always sufficiently appreciated, however, is the extent to which goods and services not previously available or possible are made possible by the introduction of automatic processes.

6. While the employment potentials in these new industries themselves may not be as high as they would seem at first thought, the subcommittee was impressed with and, indeed, would be remiss if it did not draw specific attention to, the employment possibilities arising out of the service industries associated with many of these new products.

7. While the degree of automation made possible by modern science may

well surpass the limits of present imagination, it is important to note that not all workers, indeed, only a relatively small, although conspicuous, fraction of the total labour force will be directly involved.

8. However much we may welcome the fruits of advancing technology—however optimistic one may be that the problems of adjustment will not be serious—one dare overlook or deny the fact that many individuals will suffer personal, mental, and physical hardships as the adjustments go forward.

9. The most disturbing thing which came to the subcommittee's attention during the hearings was the near unanimous conclusion of the witnesses that the Nation is faced with a threatened shortage of scientists, technicians and skilled labour.

10. The trend toward automation will bear watching to make sure that it does not add to troublesome pockets of local unemployment.

11. The impact of automation upon the structure of our business society and the relative position of large and small business is a matter of utmost concern.

12. In a dual role, as workers on the one hand and consumers on the other, we can, as a consequence of automation, have a choice between added leisure and added products and comforts.

13. The introduction of automatic procedures and advanced technology, along with the problems and benefits which come from them, is not limited to the industrial portion of our economy.

14. These hearings will not have been in vain, if in arranging for them and hearing the many helpful witnesses, a feeling of social consciousness about the problem has been stimulated.

the United States Congress entitled "Automation and Technological Change" (see box above) (L.G., March, p. 280). He noted that this report provided a clear picture of the range and depth of the subject.

"The rate at which we shall move into the new era of automation will be determined, not so much by the state of technology or by limitations of engineering or the physical sciences, as by the economics of the whole process and by our ability to understand these economics," he continued. "We do need to be sure of the economics of the use of materials and facilities, of the economics of the use of labour, of the economics of the marketing process, and of the economics of the management of the enterprise.

"One thing is certain," Dr. Engstrom stated, "for the future as it has been in the past, and that is more jobs will be created than abolished. New industries and new products will come into being.

With automation, we shall no longer have large groups of people who are themselves part of the production machine. Instead we will have many persons employed to design, to build, to service, to control and to make decisions. This will call for greater skills and for more training and education. It will mean a general upgrading of personnel. Management and labour must tackle with reasonableness the growth processes involved, in order to lighten transitional burdens and insure maximum mutual gains.

Automation will also create a large group of managers of a new type, men who will be the directors of the new automation traffic of materials, products and marketing. Here, in the work of the administrators of business, will be the real revolution of automation. To be efficient and effective, systems of automation must be directed towards an integrated business.

### Jack Conway

Management, Mr. Conway said, had a responsibility to introduce the new technology in a manner which would minimize disruptive consequences. Automation installations should be timed to coincide with



the expanding needs for the products. He stressed that "management must face its responsibility to the workers affected by changes in technology".

Under the guaranteed annual wage plan, he said, management would tend to avoid introduction of automation when major layoffs would result.

Mr. Conway rejected any idea that automation would "automatically" bring about a more prosperous and happier world.

From the raw materials to the finished product of office and factory, automation replaces the tried and true with new and amazing techniques.

Its challenge is self-evident. We must match our technical progress with equally rapid social and economic progress in order that the fruits of automation and the new technology may be harnessed for the benefit of all of us.

"We are told not to worry about the future, that glorious new world of tomorrow is on its way," he said. But, he warned, automation might set off the downward spiral to depression by causing unemployment and a cut in consumer spending.

"We must match our greatly improved power to produce by a greatly broadened and deepened purchasing power base. For only as we remain able to consume what we make can our delicately balanced economy function properly."

Mr. Conway said that one of the greatest immediate needs was for a more accurate knowledge of all that was being done and planned for the future in the field of automation. The individual company, he said, knew what it had done, and planned to do, but no one knew the over-all picture as to how far automation had already established itself in industry or the pace at which it is likely to advance, even in the next few years.

An essential first step, Mr. Conway said, was for government to pull together, at least from the giant corporations that dominate our economy, the facts as to the impact of automation thus far and its probable impact in the near future.

Equipped with these facts, Mr. Conway said, the people, through their free institutions and their government, could prepare and plan to harness the potential good and ward off the potential evil implicit in the new technology.

If our economy is not expanding at a sufficient rate to provide jobs, then we must act to insure that the rate of expansion be changed accordingly. Or we must change our input by shortening hours or reducing the work life.

Both in the interests of young people and in the interest of society, we should make it economically possible for every boy and girl to continue at school as long as he or she is able to profit from further learning. Given the means and the right kind of educational program, at least 80 per cent of the young people who now drop out of school before age 19 would be able to continue and to fit themselves to make a greater contribution to society and to their own future. Long before 1965 it should be possible to lower the pension age for everyone to 65 years and to increase pensions sufficiently that no one over 65 who wants to retire will be forced to work because of economic need.

Mr. Conway suggested the guaranteed annual wage as one weapon labour had to combat unregulated automation.

"Under the guaranteed annual wage," he said, "management will more likely make decisions affecting introduction of automation with a greater degree of social responsibility".

(In answer to a question from the floor, Dr. Engstrom said the annual wage advocated by Mr. Conway might come about for different reasons than those generally advanced. He thought it might come about as a necessary stabilizer of business and be of as great advantage to management as to labour. Such developments, however, "took time".)

Mr. Conway suggested as labour goals during the next 10 years:—

A 15-per-cent reduction in the work week, from an average of about 42 hours a week in Canada to about 36.

A reduction in the percentage population in the labour force by permitting young people to stay in school longer and by freeing older people from the necessity of working long after they would have retired if they had a sufficient pension.

A 20-per-cent increase in per capita income.

He stressed the need for educational expansion in an age of automation, not only for young people but for adults whose skills have been made obsolete. He said management and labour must accept the responsibility of insuring that workers whose skills have been outdated are given the chance at company expense to acquire new skills.

"Quite possibly the reduction of the work week could be even greater—perhaps to a four-day 32-hour week," Mr. Conway added.

He agreed with Dr. Engstrom that the unskilled worker would virtually disappear as a major factor in the working force. (Dr. Engstrom believed that Canada and the United States could absorb all the workers who might be displaced by automation if they were technically trained.)

With reference to the retraining of displaced workers, Mr. Conway said that government "must also play its part by expanding both vocational and general educational facilities for adults. Otherwise the technologically displaced adult is

in danger of becoming the 'forgotten man' of our society".

Prof. Woods saw in automation an advantage to large industries, and possible disadvantage to Canadian industry as compared with American.

## Automation for Canada—Today and Tomorrow

The second panel discussed "Automation for Canada—Today and Tomorrow". The panel consisted of Dr. Eugene Forsey, Director of the Research Department, Canadian Congress of Labour; Prof. H. D. Woods, McGill University; Dr. J. J. Brown, Industrial Automation Limited; and H. W. Rowlands, J. D. Woods & Gordon Limited. Chairman was Dr. Murray G. Ross, CIPA Executive Committee.

### Dr. J. J. Brown

Automation in Canada was either well along or it hadn't arrived as yet, depending on a person's definition of the word, Dr. Brown said.

"If we mean by automation a qualitatively different process, from product design through marketing, then it is no exaggeration to say automation is unknown in Canada." This was too bad, he said, because Canada was ideally suited, in many ways, to become a world leader in automation.

"Even the largest Canadian plants would be considered merely job shops in the United States," he explained. "And because its plants and businesses are relatively small, Canada provides an area in which new applications of automation to manufacturing, data processing, etc., can be tried out on a small scale without disrupting large-scale, closely-integrated operations.

Many Canadian plants that are subsidiaries of United States and United

Kingdom companies are in an ideal position to try experimental plant and office automation here. They can draw on the parent company funds yet not have to meet all the conditions required for capital expansion in the U.S. or the United Kingdom. Moreover, the test runs in Canada would be conducted a little out of the public eye, so that if they failed (as experiments often do), the parent company will avoid unfavourable publicity.

Canada is an ideal country for the development of inherently risky ventures, because there is a tax on capital gains and there is a body of opinion that favours the taking of long odds for large potential profit. Not only do we have the strategic requirements, but we have the people.

Perhaps because of the British influence on our educational system, the training of Canadian engineers and scientists is less narrow than that in most United States schools. This makes graduates more hospitable to imaginative solutions to business and industrial problems.

Canadian management as a group, Dr. Brown said, was almost completely ignorant of the techniques and potentialities of automation. He said automation was not merely a new technology, but a new way of looking at production and distribution processes. "This," he said, "had implications affecting marketing, capital investment, design, labour, employee and public relations."

Dr. Brown's opinion was that the unemployment problem would solve itself. "But," he said, "I am not so sanguine about the effects of automation on the individual."



Dr. E. W. Engstrom



Jack Conway



Dr. J. F. Leddy



Dr. Erich Fromm



## Dr. Eugene Forsey

Dr. Forsey took exception to the remarks by Dr. Brown that Canada was an ideal testing ground for automation. He said Canada should not be made a "testing ground or a guinea pig" on which to iron out the wrinkles of automation.

He foresaw a more drastic chain of events. "Small subsidiary plants in Canada," he said, "would not be able to compete with huge automated parent companies in the United States and Great Britain. If a lot of consumer goods are produced by automation in big United States plants, fire-sale prices will make it almost useless for Canadian branches to compete."

Dr. Forsey remarked: "It is an indispensable condition (of automation) that there should be a general condition of full employment".

## H. W. Rowlands

Mr. Rowlands could see no mass unemployment for the present large clerical forces with its installation of electronic equipment. "In fact," he said, "it will probably mean an upgrading of most clerical staff to jobs with greater rewards and more job satisfaction. There will undoubtedly be relocation and retraining problems for medium to large groups of clerical workers over a very lengthy period but the future opportunity for the clerical worker appears to be brighter than ever.

"The net effect of electronic equipment on the office will probably be to eliminate a large percentage of the simple repetitive tasks," he went on. The future clerical worker, he said, would be more concerned with analysis and control procedures than with what he termed "drudge work".

The United States Census Bureau forecasts, Mr. Rowlands pointed out, indicated the population of the United States would

Four films were shown to conference delegates. Three of the films were directly concerned with automation, the fourth was an informal interviewing of Dr. J. Robert Oppenheimer, a leading American scientist.

The films shown were: *Techniques for Tomorrow*, produced by the Ford Motor Co.; *Direct Line to Decision*, produced by the International Business Machine Co., Ltd.; *The Search*, produced by CBS-TV, with aid from the Massachusetts Institute of Technology; and the Oppenheimer interview, taken from a series produced by the CBS-TV.

increase by 20 per cent during the next 10 years. However, he said, the population of working age who would be available was anticipated to increase by only 6 per cent.

"There is no reason that Canada's pattern will be significantly different," Mr. Rowlands said. "If that is the case, even with all the electronic help we can get, our problem may well be too few clerical workers rather than too many."

Mr. Rowlands also said:

This "revolution" in office work is not something that will happen overnight. If electronic data-processing equipment was available tomorrow it is doubtful if more than one or two companies in Canada would be ready to use it efficiently within six months. For most companies it would be closer to two years. Electronic data-processing equipment has fantastic capabilities because of its great speed and its ability to perform certain logical steps in accordance with a previously determined plan. To reduce complicated business routines so that they can be handled as a series of simple, logical steps requires very extensive and intensive study. There is no question as to its practicability, however. The waste of human effort on what can only be termed clerical drudge work is definitely coming to an end within the foreseeable future.

## The Effect of Automation on Education

The third paper of the conference, on "The Effects of Automation on Education," was composed of Dr. J. F. Leddy, Dean of Arts and Sciences, University of Saskatchewan; Dr. Erich Fromm, psychoanalyst, author of *Escape from Freedom* and *The Sane Society*; and Dr. W. H. Watson, Professor and Head of the Department of Physics and Director of Computation Centre, University of Toronto. Neil M. Morrison, Director of Audience Research, Canadian Broadcasting Corporation, was chairman of the panel.

All panel members seemed agreed on one point, that the coming of automation

stressed the need for better education for Canadians.

## Dr. J. F. Leddy

Dr. Leddy predicted that automation would result in an increasing interest and enrolment in scientific and engineering courses.

He said a great increase in student enrolment was an immediate prospect for Canadian universities, and, as a result, they were entering a period of crisis which would intensify from year to year until 1965, when it would assume major proportions.

Automation may give rise to a new kind of wage demand—"lonely money".

According to a Reuters despatch, a delegate to the annual conference of the Amalgamated Engineering Union at Eastbourne, England, reported that such a demand had already been made by workers at an oil refinery where many acres of plant were now controlled by a handful of men.

The lonely money, he explained, would be compensation for having to work alone in isolated locations.

"Short of an economic or military catastrophe, severe enough to wreck our country and our civilization, we can assume that the problems of our universities will dominate the Canadian educational scene for the rest of this century," he declared.

Dr. Leddy cited some problems facing higher education across Canada, particularly the growth of university population.

Statistical forecasts, he said, showed that university enrolment in the next 10 years in Canada would double, to a "conservative estimate" of 125,000. The Prairie Provinces and the Maritimes, he said, would show less increase than Quebec, Ontario and British Columbia, in which three provinces, Dr. Leddy stressed, enrolment would more than double in the next nine years.

Three factors would cause this growth, Dr. Leddy stated: increase in the nation's population, increase in the birth rate, and a steady rise in the proportion of college-age people who attend university.

The solution, he suggested, was not necessarily to weed out weak students, as "we in Canada are still training too small a proportion of our university-age people".

Many Canadian universities lack facilities for handling the booming enrolment, Dr. Leddy said. About half of Canada's 35 degree-conferring colleges have enrolments of fewer than 1,000; more than half the students are enrolled in only five universities—Toronto, McGill, Montreal, Laval and British Columbia—and more than half the colleges depended solely on private or church support.

"Very few have adequate buildings," he said, "and few are paying adequate salaries to their staff. They operate their universities at the expense of their professors."

Existing universities, both public and private, should be expanded, and new institutions established, Dr. Leddy stated. Federal funds, given directly or indirectly, would be needed to help because, he said, "there is a national emergency".

The problems of building and finance will dominate the growth crisis at first, he said, but the supply of good university teachers would shortly outrank even these material considerations. Unless this difficulty were solved satisfactorily in the next 10 years "by sound recruiting of good prospects, helped by attractive scholarships," it would threaten to limit and reduce the effectiveness of university training, he warned.

#### Dr. W. H. Watson

Dr. Watson was of the opinion that many of the problems of Canadian universities existed because of "academic conservatism".

Supporting automation, Dr. Watson suggested that an increased machine age would relieve men of menial tasks and that man would become "a more valuable economic commodity".

Machines emphasize the human quality of men, he said, but automation may create a furore like the "pseudo-conflict" between science and religion in the 19th Century.

### Living with a Thirty-Hour Week

The final panel discussion was on "Living with a Thirty-Hour Week".

Dr. Erich Fromm was the speaker for the conference's closing session. Commentators were Prof. Jean C. Falardeau, Chairman of the Sociology Department, Laval University; and Prof. William Line, Psychology Department, University of Toronto. Prof. Charles E. Hendry, School of Social Work Director, University of Toronto, was the panel's chairman.

#### Dr. Erich Fromm

"Automation," Dr. Fromm said, "raises a tremendous challenge. The real question

is not what it will do to us, but what we want to do with it."

Dr. Fromm told the conference that automation could be a blessing or a curse, and the answer lay with man himself. He said there was no doubt that automation would save people a great deal of time, cutting the work week to as low as 20 hours. "But," he said, "the question remains: What are we going to do with this time?"

The danger is, he said, "we are not only making machines who act like men, we are making men who act like machines.



"His value as a person lies in his saleability," Dr. Fromm continued. "He does not see his value in terms of human qualities of love and reason or in his artistic capacities. In the 19th Century we fought the danger of men becoming slaves. In the 20th Century the danger is that men may become robots.

"What we have to do, generally," Dr. Fromm stated, "is put man back in the saddle." He said an economic, political and cultural revaluation was needed to create the situation "where man becomes active, responsible and participating".

## Conference Workshops

Ten workshops were conducted at the conference. They were: (1) Automation and the Guaranteed Annual Wage; (2) Industry's Responsibility in Training and Retraining; (3) Has Government a Role in Regulating Increasing Automation?; (4) Automation and Increasing Leisure Time; (5) Automation and Educational Institutions; (6) Automation and Canada's Productivity and Trade; (7) Automation and the Increasing Numbers of Older People; (8) Automation and Human Dignity; (9) Automation and Community Planning; and (10) Will Increasing Automation Affect World Tensions?

The discussion at some of the workshops is briefly described below.

### Automation and the Guaranteed Annual Wage

Dr. Eugene Forsey, one of the workshop's leaders, felt that the guaranteed annual wage was not the perfect solution to the problems created by technological progress. It would tend to restrict labour mobility, at least in the short run, he said. It might encourage employers to reduce the size of their labour force, through the introduction of labour-saving devices, and thus the number of jobs for which they would have to guarantee an annual wage. This meant, he said, that there is all the more reason for promoting full employment.

### Industry's Responsibility in Training and Retraining

It was the Government's responsibility in matters of training and retraining, not industry's, a delegate said. A union member of the group replied that industry had a responsibility. Provisions, he said, should be made by industry for men displaced just as depreciation of machines is taken into account.

Dr. J. B. Brown, workshop chairman, said that in industry it sometimes took 12 months to get an automation idea to the planning stage, then perhaps six months later a report. After all that time, he

said, there would probably be more delay in production. Normal turnover of a company, Dr. Brown claimed, would more than make up for the workers displaced.

A union member stressed that an industry should use men within itself, rather than procure new employees.

An engineer gave a description of a change in his own plant. He said the plant consisted of ten portions. The installation of an automatic line in one portion of the plant, he said, had increased production 100 per cent in that particular portion. A number of men in this one portion, he said, had had their jobs eliminated by the new installation. However, he said, they were easily integrated into the other nine portions because they were needed since work had increased in these portions. The work increase, he stated, was due to the new line installation in the one portion of the plant.

When reference was made, by a union member of the group, to the number of people who might be hurt by automation, Dr. Brown said: "Nothing is ever introduced into a complex economy without hurting somebody".

There should be safety valves against going too far into automation, Dr. Brown said.

It was generally decided that business and labour should each, necessarily, have an important role in any training and retraining program. Then, in what appeared to be an afterthought, "government" was added to these first two named as "having a responsibility".

### Has Government a Role in Regulating Increasing Automation?

Under the chairmanship of Prof. John Morgan of the School of Social Work, University of Toronto, the workshop generally agreed that:—

Government has played a part in industrial development in the past, through enactment of legislation for protection of the public interest;

Government has a role to play in an age of automation, if for no other reason

that present governmental measures, such as unemployment benefits, would be affected; and

In an age of automation it is difficult to change a course of action once a choice is made, as the expense involved is great.

Prof. Morgan pointed out also that automation often brings about a conflict of values. An example is a public health service, particularly a large-scale service, which is given qualities of rigidity by the machines used in the service. In the introduction of such a service, the public interest may be the determining value, but once the system is operating economic considerations may prevent changes even though the public interest would call for such changes.

Other problems mentioned as facing governments in an age of increasing automation were: location of industry, protection of raw materials, cost of education, deployment of personnel in national or private interests, where to use capital, monopolies that tend to grow with automation, small businesses which are "driven to the wall," research, and vocational education.

### **Automation and Increasing Leisure Time**

It was agreed that the use of leisure time has been and is now a major problem.

It was thought that education for use of leisure time should be recognized as nearly as important to society today as education for earning a living, and that steps should be taken to provide for it.

### **Automation and Canada's Productivity and Trade**

Many of those attending this workshop had come in contact with automatic processes in the course of their work. The discussion was chiefly valuable for the number of questions raised, for example:—

What will be the effect of automation on the relative ability of different countries to compete in manufacturing?

Will the underdeveloped countries be left farther behind by the industrialized countries? If so, should Canada be regarded as an underdeveloped country from this point of view?

Should Canada concentrate on extractive industries or continue to develop secondary industries?

How big must a plant be to be competitive under automation?

Will serious technological unemployment occur during the introduction of automation? Will fluctuations of employment be less severe after automation has been established?

How rapidly will the Canadian labour force grow?

Will shortages of labour be a more serious problem than surpluses of labour?

Is the total investment required to establish an automatic plant really so much greater than that required for a non-automatic plant?

Will the products of automation be superior or inferior in quality to the products of existing plants?

How is the expected great volume of products from automatic plants to be sold?

Will products be made inferior so that people will throw them away more quickly and buy others?

Can any planning be done to solve the problem of marketing the products of automation?

During the discussion, it appeared that many persons were worried about the consequences of automation, but that different delegates were worried about different things. Some feared a future labour surplus, others a labour shortage.

Workshop Chairman Wilfrid Sanders of J. Walter Thompson Co. mentioned that the cost of production of manufactured goods is, on the average, only 49 per cent of the retail price. The other 51 per cent is absorbed by the costs of distribution, mark-ups, etc. Consequently, if automation should reduce the cost of manufacture by a certain percentage, the percentage reduction in retail prices would be only about half as great, and the stimulus to sales be less than many would expect.

### **Automation and the Increasing Numbers of Older People**

The workshop expressed a decided concern over the future role of older people.

Some questions presented and discussed were:—

Will there not be more rather than less mental stress and tension?

What is an "abundant life" in later years. Is it just holding a job?

Will automation deny older people the only thing they have been taught is worthwhile, namely, a job?

Some opinions expressed by members of the workshop were:—

Older people should be helped in becoming adjusted to old age. (The question was asked: "Where do we begin this kind of education, as children, ten years before retiring, or after?")

Older people need a new kind of education, and they have a responsibility to see that change is made.

The creative potential in senior citizens must be aroused.



Under automation, with a 30-hour week, extra hours can be used for education as a creative leisure. Then, on retirement there will be a natural carryover of these learning experiences.

At present, informal education is helping "late middles" to prepare for old age.

Provided unions urge education, as well as wage gains and reduced hours, in 25

years people who will be 65 won't want to sit back. Automation is going to change older people. At 65 they will be "raring to go".

The ability to hold a job is not the only measure for successful living.

We will have to do better in providing economic security for the person of older age.

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## Automation Is Coming—But Not Overnight, CMA President Says

Automation is coming, but it is not coming overnight, and "we are not going to wake up some bright morning and find our factory jobs being done by electronic robots," said T. A. Rice, President of the Canadian Manufacturers' Association, speaking at the annual dinner of the British Columbia Division of the Association in Vancouver last month.

Automation presents a problem for the manufacturing fraternity, he admitted, but, he asked: "Is it the bogeyman that some pessimists paint it?" Earlier mechanization, of which automation is the logical successor, did not put people out of work. "Yet now that automation has become fashionable to discuss, the fears that caused English labourers to smash machinery have been resurrected and, strangely enough, by people who know as much about the progressive nature of automation as we do," he went on.

The real problem for both management and labour in preparing for the transition to automation in factories which lend themselves to it, Mr. Rice said, is to see to it that the skills of people working in industry keep pace with technical advances.

Passing to the question of unemployment insurance and the guaranteed annual wage, he said that our 15 years' experience with the unemployment insurance system in Canada showed the soundness of its two leading principles: that it should be contributory and that benefits should not be so high as to weaken the incentive to find or return to work.

"I think it is plain," he continued, "that unless supplementary earnings and benefit

under any guaranteed wage plan are taken into account in determining the amount of unemployment insurance benefit to be paid, there is more than passing danger of weakening the incentive to look for work which is, I think, the keystone of any unemployment insurance system."

Another important question, he went on to say, is the relationship between wages and productivity. "It is an accepted fact, even by labour spokesmen, that there can be no jump in real wages without a tallying jump in productivity. If higher pay is demanded and obtained without this matching increase in productivity the result can be nothing other than higher costs and reduced real wages," he said.

Turning to the question of seasonal unemployment, a certain amount of which the climate in most parts of Canada makes "nearly inevitable," he referred to the substantial progress that had been made in reducing such unemployment in the automobile, meat packing, food processing, and construction industries. He mentioned the contribution made by governments in timing their purchases and the carrying out of their projects so as to provide the greatest possible amount of winter employment.

But, although management will continue to help, it is "a peculiarly Canadian problem that belongs to all Canadians". He concluded: "We must regard it as a matter of urgent personal concern to each and every one of us, throwing, as it does, a shadow over our own economic security."

## "Labour Must Share in Fruits of Progress"—IAM President

"Labour must share in the fruits of technological progress because it is morally right, socially fair and economically essential" that it do so, declared A. J. Hayes, President of the International Association of Machinists, in an address to the Minnesota Society of Industrial Engineers.

It was morally right, he contended, because "society exists for man, and man therefore is entitled to share in the fruits of society's progress".

It was socially fair because "labour's activities have contributed to that progress". Labour's constant pressure for higher wages and other benefits, he explained, have "created a spur to management to find methods of reducing costs through more efficient use of manpower and improved machinery".

He also asserted that these activities of labour have helped to create the mass markets which are essential to the mass production which has been an important factor in the development of industrial technology.

A third way in which unions could claim to have had a share in industrial progress, he said, was that they had worked not only to improve wages and working conditions but also to gain "legislative and social advances for the benefit of the people as a whole".

The economic necessity for labour to share in the gains or increased productivity, the IAM President argues, was that "unless the fruits of technological progress continue to be shared our whole economic system will come to a grinding halt. For if machines render man's labour more efficient, and man does not share in the benefits of that efficiency, the inevitable effect must be increased productive capacity accompanied by constantly diminishing purchasing power and a falling market for the products of the more efficient machine".

The fairness of labour's share in the fruits of progress, and the speed with which it is obtained, Mr. Hayes went on to say, will depend largely upon the efficiency of collective bargaining.

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## Problems to Arise from Automation Should Not be Underestimated—UAW Official

The problems to be created by automation should not be underestimated, said James Stern of the United Auto Workers, who spoke at the annual convention of the American Personnel and Guidance Association.

Mr. Stern felt that some of the problems could be solved across the bargaining tables by unions and managements, but that all citizens have a responsibility in the new schemes of things presented by automation.

Governments, for example, will have a major responsibility for the expansion of school systems, the handling of the problems of the growth of economic concentration, the maintenance of full employment, and the expansion of public facilities for retraining, education and recreation.

He noted that people must become aware of the problems that need to be solved before they can enter into a new age in a humane and orderly fashion. This makes information vital, since it leads to action of the right kind.

Mr. Stern also pointed out that a re-examination in connection with public policy in regard to concentration of economic power would be necessary, since fewer firms will be able to compete successfully in any market because of the increased output per firm, and fewer supplier firms will be needed as automation enables large corporations to turn out their own supplies.

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## ECOSOC Asked to Discuss Automation's Social, Economic Repercussions

The International Confederation of Free Trade Unions has asked that a discussion of the social and economic repercussions of automation be placed on the agenda of the 22nd session of the United Nations Economic and Social Council, to be held in Geneva in July.

In a letter to David A. Morse, Director-General of the International Labour Organization, informing him of this action, J. H. Oldenbroek, ICFTU General Secretary, said he was convinced the ILO would "state its full readiness to deal more especially with the social aspects of the introduction of



automation, with a view to recommend all necessary measures to avoid hardships and to improve social standards".

The letter emphasized that in view of the dearth of systematic, comprehensive and reliable information on various aspects of automation, there is urgent need for studies and exchange of information at national and international levels; and that it is necessary to estimate the progress of automation in the economies of the

different countries and to study the rate of introduction of automation and its effects in each industry and country.

After stressing the need for a comprehensive over-all exchange of information and study of this kind, Mr. Oldenbroek added: "We consider the impact on employment the most important economic and social repercussion of automation and that it is about to affect many aspects of conditions of employment and work."

## Provisions of Supplemental Unemployment Benefit Plans

Recent collective agreements negotiated by UAW brought to more than 24,500 the number of Canadians covered by supplemental unemployment benefit plan. Details of three SUB plans—one in U.S.—given here

The collective agreements recently reached by the United Automobile Workers of America with Studebaker-Packard of Canada Limited and with General Motors of Canada and several of its subsidiaries brought to more than 24,500 the estimated number of Canadian workers covered by supplemental unemployment benefit plans. Plans of this kind, which provide for the payment of benefits to laid-off employees, have spread rapidly since the first one was set up as a result of the Ford settlement in the United States last June (L.G., July 1955, p. 811). They are sometimes referred to as a form of the "guaranteed annual wage".

Earlier guaranteed wage schemes sought to provide income security by guaranteeing paid employment for a stated period in any one year. Supplemental unemployment benefit plans approach the same problem from another angle. They normally call for limited employer contributions to a special fund from which, under carefully defined conditions, benefits in stipulated amounts may be paid to laid-off employees as a supplement to benefits available under the public unemployment insurance system. Integration with public unemployment insurance is a cardinal aim of most of these plans and some are dependent on rulings from the unemployment insurance authorities permitting workers to receive company layoff benefits without being thereby disqualified from drawing unemployment insurance benefits concurrently.

Supplemental unemployment benefit plans, sometimes referred to as a form of the "guaranteed annual wage", have opened up an important new area of collective bargaining in Canada as well as the United States. This article, prepared in the Economics and Research Branch, Department of Labour, contains a summary of three such plans: those established in Canada for General Motors employees and for Continental Can employees, and a different type of scheme devised in the glass industry of the United States.

The Ford-UAW plan, negotiated in Detroit last spring, set the basic pattern. In broad outline, it provides for company contributions of 5 cents per hour worked to a fund (with a defined maximum level) from which eligible laid-off employees will be able to draw, for periods ranging up to 26 weeks, benefits which when combined with state unemployment compensation will amount to 60 or 65 per cent of basic take-home pay. Under the agreement, this plan will not become operative unless favourable rulings on the question of integration with state unemployment compensation are received from states containing two-thirds of the employees of the company.

The UAW has since negotiated similar plans with a large number of firms in the United States, some providing, among other things, for the payment of increased benefits to employees with dependents.

Plans of the same basic type but with substantial differences were established in another industry under agreements reached last August between the United Steelworkers of America, on the one hand, and both the American Can Company and the Continental Can Company of America, on the other (L.G., Sept. 1955, p. 1022). Under these plans, benefits will be payable in amounts up to a higher maximum for periods ranging up to 52 weeks. Also, if the authorities should rule against integration with state systems of unemployment compensation, there is a provision whereby employees may receive from the fund lump sums equivalent to the amount of normal benefit for which they would otherwise be eligible.

More recently, another type of plan, which does not aim at integration with the public system of unemployment compensation, has been negotiated by the United Glass Workers and two glass companies in the United States: Pittsburgh Plate Glass and Libbey-Owens-Ford. Company contributions under this plan will be used to build up an individual account for each employee, who may draw from it specified amounts in times of layoff, sickness or even vacation. Each account is vested in the individual employee, who retains the balance in the event of separation from his employer.

In Canada, firms with which the UAW has negotiated supplemental unemployment benefit plans include: Electric Auto-Lite Limited, Massey-Harris-Ferguson Limited, Studebaker-Packard, and General Motors of Canada Limited and four subsidiaries—General Motors Products of Canada Limited, the McKinnon Industries Limited, Frigidaire Products of Canada Limited and General Motors Diesel Limited. The plans established as a result of negotiations between the United Steelworkers of America and both the American Can Company and the Continental Can Company of America apply, with minor variations, to employees in the Canadian plants of these companies. In addition, Molson's Brewery Limited and the Molson's Brewery Limited Employees' Association are reported to have agreed recently to a plan providing for benefits to laid-off workers.

The plans established in Canada for employees of General Motors and Continental Can are summarized below in some detail. The United Glassworkers' plan, which does not apply in Canada, is also summarized because it presents interesting points of contrast. It should be noted perhaps that these summaries represent a distillation of provisions which, in actual fact, are extremely complicated. The summaries should not be construed as authoritative interpretations of the plans concerned.

## **General Motors of Canada, Limited (United Automobile Workers)**

The plan at General Motors of Canada was agreed to on February 13, 1956. Wholly financed by employer contributions, it provides for layoff benefits of between \$2 and \$25 per week for a maximum of 26 weeks. Within these limits, the actual amount of benefit will be the sum required to supplement unemployment insurance benefit and casual earnings to the extent necessary to provide a combined total amounting to 65 per cent of normal after-tax take-home pay in the first four weeks of layoff and 60 per cent in ensuing weeks.

The duration of benefits will vary according to the seniority of the individual, the number of unused "credit units" he has accumulated, and the level of the fund when benefits are drawn from it. In general, the lower the level of the fund, the longer the service required for one week's benefit; and, for a given number of hours worked, men with high seniority will receive a greater entitlement to benefits than those with lower seniority. From March 1, 1956, when the plan began to

operate, to February 28, 1958, employees with less than 10 years' seniority will build up eligibility at the rate of one "credit unit" for every four work-weeks of at least 32 hours. After February 28, 1958 (and from the beginning for men with greater seniority), one credit unit will be earned for every two weeks of work. Assuming that the fund has reached about 25 per cent of its maximum level, an eligible employee with less than five years' seniority who has accumulated 13 credit units by working 52 weeks will be entitled to almost four weekly benefit payments. An employee with the same number of credit units and between five and ten years' seniority will be entitled to just over five weekly payments. Once the level of the fund has reached 85 per cent, employees with the maximum number of credit units will be eligible for 26 weekly payments.

No benefits will be paid before March 1, 1957. To be eligible for benefits an employee must be entitled to unemployment insurance benefit (with certain minor



exceptions); he must be registered for work at an office of the National Employment Service; and he must not have refused "suitable" employment offered to him by such an office or by the company.

All benefits are to be paid out of a fund built up by company contributions of 5 cents for every paid hour of work. Contributions will not begin until approximately one month after stipulated conditions have been fulfilled, including a ruling from the Minister of National Revenue that contributions will constitute currently deductible expenses under the Income Tax Act. Contributions will continue until the "maximum funding amount" is reached, and thereafter only as necessary to maintain the fund at that level. This maximum funding will vary each month with the total of workers in employment and employees with credit units who are laid off. At the time of settlement, it was fixed at \$6,400,000 for the month of March 1956. Normal benefits will be reduced by 20 per cent (but not below \$5) if the level of the fund falls to a point between 13 and 4 per cent of maximum funding. If the level goes below 4 per cent, no benefits will be paid until it rises above this point. After

the termination of the current collective agreement (August 1, 1958), the maximum funding as determined above will be reduced if the average benefit paid in any year is below \$20.

If by March 1, 1958, the unemployment insurance authorities have not ruled that unemployment insurance and company benefits may be paid to the same individual in the same week, the plan will terminate, but laid-off employees otherwise eligible for benefit under the plan will be able to draw "substitute" benefits until the assets of the fund are exhausted. These benefits would be equal to the regular benefits but paid in a lump sum in the week following each two or each three weeks of unemployment insurance benefit. Under these circumstances, unemployment insurance benefit would not be available in the week in which substitute benefits were paid.

The plan is to be administered by the company, with a board of administration consisting of three company representatives, three union representatives and a neutral chairman, to rule on appeals that cannot be settled by local committees set up for the purpose.

## Continental Can Company of America (United Steelworkers)

The plan covering employees of the Canadian plants of the Continental Can Company is based on the agreement reached between the parent company and the United Steelworkers of America on August 13, 1955. It provides for benefits during layoffs lasting longer than one week which occur after October 1, 1956. The benefits range from \$31 per week of entitlement for men with base earnings of between \$2,500 and \$3,000 a year, up to \$51 per week for those earning \$4,500 and above. In addition, a dependency benefit of \$2 per week will be paid for each dependent up to a total of four. Employees will receive layoff and dependency benefits at the rate of one week's benefit for each 80 hours worked for the company since October 1, 1954 (or since they started their service, if this was earlier) up to a maximum of 52 weeks.

Employees are to become eligible for benefits after three years of continuous service in which the number of hours worked is in excess of a stated minimum. To participate, they must be eligible generally for unemployment insurance and comply with public as well as company requirements as far as seeking work and accepting employment are concerned.

The plan aims at integration with the unemployment insurance system. In the absence of official rulings favourable to integration, however, lump sums equivalent to the normal amount of benefit may be drawn by an eligible employee after receiving unemployment insurance for several weeks or upon returning to work.

This plan, too, will be financed entirely by company contributions. A general fund will be built up by contributions of 3 cents per hour paid for in the period from October 1955 to September 1956 inclusive. Beginning October 1956, these contributions will take the form of book entries in an "accrual account" from which payments to the general fund will be made annually to compensate for any depletion. In addition, a "contingency contribution liability" will obligate the company to contribute towards benefits, "if and when necessary", an amount equal to 2 cents for each hour paid for.

In the period from November 1956 to December 1957, the maximum level of the general fund is to be set at a figure obtained by multiplying 5 cents by the number of hours paid for in the year ending September 30, 1956. From December 1957 on, the maximum figure will be calculated on the basis of 9 cents for every hour paid for

in the 12 months ending September 30. Benefit amounts will not be affected, however, by the level of the fund, unless it falls below 5 per cent of the level reached on October 1, 1956, in which case benefits will cease until the level rises above this point again.

The plan is to be administered by the company. According to its terms, however, a board of review is to be appointed by the parent company in the United States to establish a policy regarding administration, and to settle disputes arising out of decisions affecting eligibility made by the plant management. Regarding appeals against decisions of this board, the plan states that it is "the purpose of the company and the union to establish a

procedure by which disputes...may be resolved in an expeditious and uniform manner".

In the meantime, the agreement setting up the plan lays down a series of time-limits within which appeals may be made from decisions by the plant management and the board of review to a committee of representatives of international union headquarters and of the Industrial Relations Department of the company's head office in the United States. Failure to reach agreement at this level will entitle either party to request arbitration. In the case of appeals in Canada, the arbitrator will be elected, by a simple majority of the committee, from a panel which the Minister of Labour in the relevant province will be asked to name.

### The Glass Workers' Plan

In the United States, Pittsburgh Plate Glass and Libbey-Owens-Ford are reported to have a joint scheme, agreed to with the United Glass Workers in September 1955, which devotes 5 cents per hour per employee to a "security plan," which may be strengthened after 1956 bargaining by a further contribution of 5 cents per hour.

Under this plan a company-selected trustee is to set up for each employee in the bargaining unit an individual trust account into which an appropriate company contribution will be paid for each hour worked after September 25, 1955. A year from that date (or after one year of employment, whichever is later), an employee laid off for one full pay period will be able to draw from his account each week amounts ranging up to a maximum of \$30 or 10 per cent of the balance in the account. The amount drawn may not be less than \$15 or the balance remaining in the account, whichever is smaller. An employee away from work because of sickness or injury may draw

from his account after two weeks' absence. Savings above \$600 in each account may be drawn on for vacation spending. Thus, the number of weeks of benefit will be determined by the balance in the individual account and the rate at which the employee draws on his fund. For example, on the basis of 2,000 working hours in a year, each account will accumulate at the rate of \$100 a year. An individual account to which contributions had been made for three years would be exhausted after ten weeks of layoff if the employee chose to draw at the maximum rate allowed.

In layoffs for disciplinary reasons, or in those caused by strikes or other similar action on the part of employees in the bargaining unit, benefits will not be paid. The individual accounts, however, are to be vested, and any employee who quits or is discharged for cause will be able to withdraw the balance in his account.

This plan does not aim at integration with state unemployment insurance.

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### April Employment in U.S. Highest Ever for That Month

The number of employed persons in the United States in April was 64,000,000, the highest figure in the country's history for that month. At the same time the number of unemployed declined by more than 300,000 to a total of 2,500,000. These figures were unofficial but came from Government sources.

The highest employment level the country has yet reached in any month was that attained last August, when 65,000,000 workers held jobs.

The reduction in the number of unemployed in April this year was more than a seasonal drop, officials said. Last year the decline between March and April was 214,000 and the year before it was 260,000.



# Progress Reported In Battle Against Seasonal Unemployment

Demand for labour in winter just passed exceeded that in previous two. National Employment Committee recommendations made in 1954 put into practice by governments and national employer and labour associations

All NES offices in Canada report that the demand for labour during the past winter exceeded that in the previous two. Consequently, there were fewer unemployed persons in the country.

In mid-February this year there were 5,216,000 employed, 204,000 more than in February 1955. Unemployed persons numbered 308,000, which was 71,000 fewer than in the previous winter.

Two years ago there appeared in this publication (L.G., 1954, p. 526) a report on seasonal unemployment, prepared by the National Employment Committee (Unemployment Insurance Commission) for the National Advisory Council on Manpower. The report contained several recommendations to the government, employers, unions, etc., aimed at stabilizing employment in Canada.

At about the same time the Department of Labour published a booklet entitled *Seasonal Unemployment in Canada*. This booklet analysed information received from more than 600 Canadian employers in 18 seasonal industries on the causes of seasonal variations in their employment, methods they had developed to reduce such variations and suggestions they offered for further action to reduce seasonal unemployment.

These two documents were given immediate attention within the government and by industry and outside organizations. A working committee was established by Hon. Milton F. Gregg, Minister of Labour. This committee has as its chairman George V. Haythorne, Assistant Deputy Minister of Labour, and as its vice-chairman, J. W. Temple, Director of the Employment Branch, Unemployment Insurance Commission. It was instructed to make recommendations in regard to implementing those of the National Employment Committee. This committee worked closely with senior officials of all other government departments in a position to help, with the Treasury Board and with national employer and labour organizations.

In July 1955, the federal Government issued a Cabinet directive to all federal departments and agencies directing that a

serious effort be made to arrange Government expenditure programs to create the maximum amount of winter employment. They were directed to:

Arrange their construction programs so that plans and specifications, tender calls and contract awards will be timed to provide the maximum amount of winter work for the construction trades.

Plan so that alterations and repairs to buildings, houses and equipment owned by government agencies will be carried out as far as practical during the winter months.

Arrange procurement programs, where practicable, so as to create the maximum amount of winter employment.

Adapt their financial arrangements, staff and other related matters in such a way as to give effect to the directive and name a responsible official who can be contacted in respect to the application and results of the directive.

Provincial governments have been kept advised of all developments to reduce winter unemployment and have done a great deal themselves. There is no standard pattern of provincial activities. One province has issued a directive somewhat similar to the one issued by the federal Cabinet. In other provinces the Premier has given instructions to his ministers which have produced more winter work. In still other provinces, interdepartmental committees have been set up to study and make recommendations regarding winter unemployment.

National organizations have advised their membership through publications and letters of the desirability of reducing winter unemployment. The Canadian Construction Association has set up the Joint Committee on Wintertime Construction, the membership of which includes the Canadian Manufacturers' Association, the Royal Architectural Institute of Canada, the National House Builders Association, the Canadian Chamber of Commerce, the Engineering Institute of Canada and the national labour organizations.

The Association at its annual meeting has publicized the desirability and feasibility of more winter construction work. It has assisted the National Research Council in the preparation of a winter construction

booklet designed to make generally available all the know-how which has been accumulating in the construction industry about winter work.

The CMA, the RAIC, the labour organizations and the Canadian Federation of Mayors and Municipalities, in addition to various national publications, have published at least one article on the problem of winter unemployment and the desirability of providing more winter work.

During the past winter several of the chartered banks included in their national advertising a suggestion that people take advantage of the availability of home improvement loans in order to have work carried out during the winter months when skilled tradesmen are more readily available.

Educational and publicity efforts on a national scale have been undertaken during the past two winters. These have included radio and television broadcasts, newspaper articles and paid advertising in support of the work being carried forward by the National Employment Offices of the UIC and their local employment advisory committees. A short animated film trailer was shown during the past winter in more than 600 movie theatres across Canada. Local NES offices and their advisory committees have developed active campaigns. Posters urging people to plan for the provision of winter work were displayed in the early winter and additional posters urging them to "do it now" instead of waiting for spring were displayed in January.

The local campaigns varied considerably. However, a summary of activities carried out in one western city of about 20,000 is typical of the efforts made to provide more winter work. This campaign resulted in a reduction of unplaced applicants for employment in January for the first time. The development of the campaign is outlined below:—

To begin with, there was the matter of organization. This, like the careful development which followed, was the task of the Employment Committee and the manager of the local NES office. The manager met with committee members in sessions which served to correlate the plans and efforts of the organizations they represented: business, industry, organized labour, agriculture, etc.

This was followed by visits to the local daily paper and to the radio station to seek co-operation in publicizing the campaign. Civic officials were interviewed, informed of the importance of their support in the drive, and were asked if the city would

stand by with a civic proclamation calling for support of the campaign. A short time later, a half-page "Let's Do It Now" newspaper advertisement was sponsored jointly by the city and Unemployment Insurance Commission. The Chamber of Commerce was approached, and early evidence of its valuable support was appearance in the Chamber's December bulletin of "Can We Count On Your Help?", a general message on seasonal unemployment.

Newspaper publicity got away to a good start January 3 with a front-page story in the local daily on winter employment conditions, calling for teamwork to create as much employment as possible. On January 4, the lead editorial in the same newspaper featured the topic "Ways to Cut Unemployment," written with the aid of information supplied through the NES office. It was also on January 4 that the first address in the campaign was given by the manager of the local NES office. This was to a dinner meeting of the Builders' Association of the city. The value of co-operative advertising both to the builders themselves and to the employment campaign was stressed. On January 5, the local daily carried a story released by the NES office, featuring the local employment advisory committee, its general purpose as an advisory body and its special task in directing a winter employment campaign. The same news item was broadcast twice by the local radio station.

On January 6 a local office news release on general employment situation covering the past week was carried in the local newspaper and broadcast by the radio station.

January 10—radio release broadcast twice, featuring a meeting of the local employment committee for the campaign, at which plans for the campaign were finalized and the "Do It Now" theme stressed. An employment adviser from the regional UIC office addressed the meeting.

January 12—Chamber of Commerce "Notes" in the local daily carried a plug for the campaign.

January 13—local office news release reported a drop in applications for work compared with the year before. Greater choice of workers and skills available now than in the spring was a point stressed. This release was published, and broadcast twice.

On January 17, the "Why Wait For Spring?" advertisement sponsored by the federal Department of Labour appeared in the local newspaper. On the same day a letter went out to members of the Ministerial Association and others from the



Chairman of the Employment Committee appealing for support from the pulpit and in church bulletins. (This support was given.) From January 19 to 22 a "Do It Now" display advertisement appeared in the local daily sponsored by the United Brotherhood of Carpenters and Joiners of America.

January 20—Lead editorial entitled "Why Wait For Spring?" and based on material supplied by the regional UIC office, appeared in the newspaper. This tied in with the appearance the same day of the federal Department of Labour advertisement under the same title.

### Official Start

All this was actually preliminary, and the campaign got off to its official start with a front-page "Do It Now" advertisement, jointly sponsored by the city and the UIC, appearing in the local newspaper; the city's half of the space was in the form of a proclamation over the name of the mayor, who called for campaign support by the community. Another campaign feature of the same day was the full-page co-operative advertising jointly sponsored by 24 firms urging full community support.

On January 22 a quarter-hour radio address was delivered by the NES office manager, who spoke on "Seasonal Unemployment—What It Means and What Can Be Done About It."

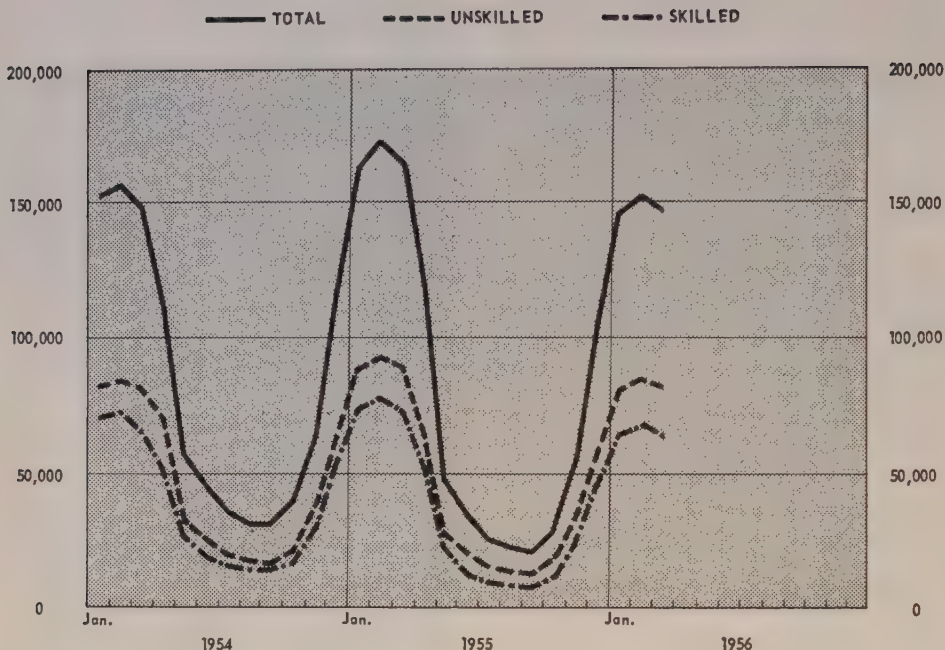
January 23—editorial appeared in the local daily on "Advantages of 'Do It Now'". Five-minute radio address was given by a provincial government member stressing the women's point of view in the campaign. (Time for this address was paid for by a group of local manufacturers.) A one-minute spot announcement was paid for by the UIC. There was also a full-page advertisement sponsored by 24 local firms and boosting the drive, as well as an individual display advertisement sponsored by the Chamber of Commerce and one placed by the NES office manager sponsored by the UIC.

January 25—Another one-minute spot announcement by the NES manager, sponsored by the Commission to promote community support; a full-page advertisement sponsored by eleven local firms; five-minute radio address by the President of



—Gordon Aikman  
courtesy Public Works in Canada

**Bricklaying in zero weather in Winnipeg is example of how full employment can be maintained in the construction industry during the winter. The structure that is being built is an apartment building. The Canadian Construction Association's Joint Committee on Wintertime Construction promotes more cold-weather building.**



the local Chamber of Commerce. The radio time was paid for by local manufacturers; a news story on progress of the campaign.

January 26—a one-minute “spot” broadcast by the NES manager; local office news release in the local paper; full-page advertisement paid for by 24 firms.

January 27—a one-minute radio “spot” sponsored by the UIC; full-page “Do It Now” promotion sponsored by 24 firms; NES office news release reporting week’s results, carried in paper and broadcast twice.

January 28—five-minute radio address by the chairman of the Employment Committee noting good results and praising community support (time sponsored by local manufacturers;) full-page advertisement with 24 local sponsors.

February 2—a “Do It Now” advertisement, sponsored by a local lumber firm, appeared in the local newspaper.

On February 6 the lead editorial in the local daily entitled “The Do It Now Campaign” noted that while it was too soon to measure the full effect of the drive against winter unemployment, “sufficient evidence is available to prove that it was a worthwhile project”. The Builders’ Exchange reported an increase in requests for estimates; some 400 fewer persons were registered for employment at the end of

January compared with the same time a year ago, and bank clearings for January were up nearly three-quarters of a million dollars over January of 1955.

The editorial thanked contractors for assisting the campaign, and citizens for supporting it. It concluded by paying tribute to the National Employment Service for instituting the campaign, and made special mention of the service performed by the manager and staff of the local NES office.

Within the federal Government the directive on winter employment is being made effective in all departments and agencies. An interdepartmental committee was set up for the purpose of co-ordinating its application. The chairman of this committee is Mr. A. H. Brown, Deputy Minister of Labour, and its vice-chairman is Major General H. A. Young, Deputy Minister of Public Works. The departments of Defence Production, National Defence, Transport and Finance are also represented on the committee, as well as Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Unemployment Insurance Commission. This committee has named three sub-committees to work out the details of co-ordination and answers to the various problems which arise. One sub-committee deals with new construction, another with



repairs, alteration to, and maintenance of, buildings and equipment and the third with procurement.

Already many construction contracts have been awarded where the standard general conditions specify that work must continue through the winter. Interior painting and decorating, interior repairs and improvements which are not urgent are being carried out during the winter months. Suppliers have been contacted in order to ascertain if they have seasonal unemployment problems which can be helped by an adjustment in government purchasing procedures. All departments and agencies which can assist in any way in the reduction of winter unemployment have co-operated wholeheartedly.

Results are not easy to assess in any detail. It is felt that the campaign to

provide more winter employment has so far been successful.

Much of the effort to provide more winter employment has been aimed at the construction industry. The accompanying graph shows clearly the progress that has been made in that industry. It is not possible to give comparable illustrations for other industries but progress is being made.

Only the second year of a sustained campaign to reduce winter unemployment has been completed. The co-operation of all who might assist through their activities or spending programs has not yet been enlisted. Granted there are other activities and circumstances which may be partly responsible for the improved conditions during the past winter. There can be no argument, however, about the usefulness of the activities to combat seasonal unemployment up to the present time.

## Industrial Fatalities in Canada, 1955

Fatal accidents in industry last year numbered 1,341, an increase of 11 over 1954. The number of injuries during the year rose to 496,639

During 1955 industrial fatalities in Canada totalled 1,341,\* an increase of 11 from the 1954 figure of 1,330. Included in the final figure for 1954 are 21 deaths not previously reported. Injuries, both fatal and non-fatal, reported by Workmen's Compensation Boards increased from 463,943 in 1954 to 496,639 in 1955.

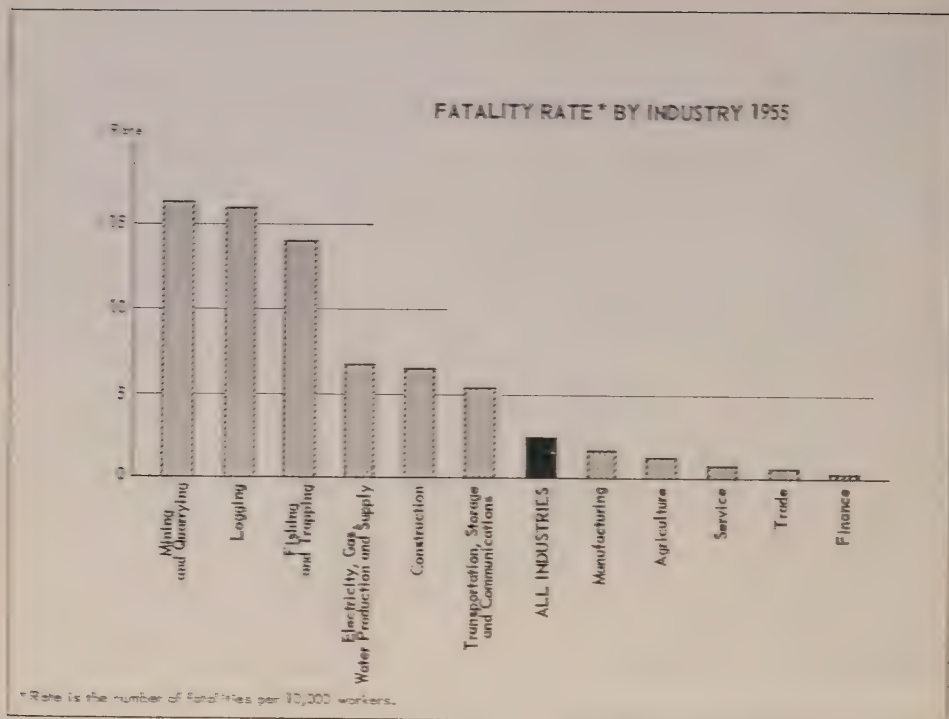
The accidents recorded are those which involved persons gainfully employed and which occurred during the course of, or arose out of their employment. Also included are deaths from industrial diseases as reported by the provincial Workmen's Compensation Boards. Reviews of industrial fatalities appear quarterly in the *LABOUR GAZETTE*.

The fatality rate (number of fatalities per 10,000 workers) has shown a gradual decline over the past ten years, as indicated by the following table:

Year	Labour Force (000,s)	Industrial Fatalities	Rate
1946....	4,686	1,378	2.9
1947....	4,844	1,476	3.0
1948....	4,886	1,387	2.8
1949....	4,948	1,385	2.8
1950....	4,997	1,277	2.5
1951....	5,112	1,415	2.8
1952....	5,179	1,449	2.8
1953....	5,246	1,359	2.6
1954....	5,194	1,330	2.6
1955....	5,327	1,341	2.5

Annual statistics on industrial fatalities are compiled from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Press reports are used to supplement these data but accidents reported in the press are included only after careful inquiry to avoid duplication. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial accidents may be omitted from the Department's records because of a lack of information in press reports.

\*See Tables H-1 to H-5 at back of book. Of these 1,341 fatalities, 1,040 were reported by the Workmen's Compensation Boards and the Board of Transport Commissioners. The other 301 were compiled from other sources. For the industry breakdown of the latter figures see footnote (1) Table H-1.



During 1955, there were 15 industrial accidents that caused the death of three or more persons in each case. On November 3, seven men aboard the coastal freighter *Mabel Dorothy* were lost at sea when their ship ran aground on Horse Island off the coast of Newfoundland while en route from Roddickton, Nfld., to North Sydney, N.S. Seven men, all employees of a large construction firm, were drowned on November 6 when the dredge *Fundy* sank in the St. Lawrence River near Rimouski, Que. At the time of the mishap the dredge was being towed to Montreal from Catalina, Nfld.

On June 7, an aircraft crash near Edmonton, Alta., cost the lives of three pilots, two mechanics and an aircraft engineer. The six men, employees of an air transport company, were on a test flight when the accident occurred. At Stave Lake, B.C., five loggers were drowned on March 1 when the boat in which they were returning to work after a winter layoff struck a snag and sank. A plane crash in British Columbia on August 5 resulted in the deaths of the pilot, co-pilot and three men travelling in connection with their work.

There were three accidents which resulted in the deaths of four persons in each case. On June 14, a plane chartered by a logging company disappeared while on a timber-survey flight in the Ocean Falls, B.C., coastal area. Aboard the plane at the time of the accident were the pilot and three timber surveyors. Four men, employees of a large oil company, were killed August 13, at Sturgeon Lake, Man., when the plane in which they were travelling developed engine trouble and crashed. In an accident at sea on November 10 four fishermen lost their lives when the seiner *Westener* was battered by heavy seas in the Gulf of Georgia off the coast of British Columbia. Three of the men died from carbon monoxide poisoning when they were trapped in the sleeping cabin and the fourth is missing and presumed to have been washed overboard.

The remaining seven accidents were responsible for the death of three persons in each case. On May 20, three construction workers were killed at Port aux Basques, Nfld., when their truck was struck by a train. Three bushworkers were drowned near Cochrane, Ont., on June 13 when their heavily laden boat struck a deadhead and sank. At Chicago, Ill., three



tugboatmen lost their lives on July 20 when the Canadian tug *Helena* capsized and sank in the Calumet River. On August 30, three construction workers were killed at Montreal when a cement marquee fell from the third storey and struck the men working two floors below. A forest fire brought death to three loggers on September 30 when it swept through their camp in the Sandilands Forest Reserve in Manitoba. At Quirke Lake, Ont., three diamond drillers were drowned on November 15 when their heavily laden boat upset during a snowstorm. Three workmen employed by the Federal Government at Ottawa were killed on December 10 when a connection on a steam boiler broke and scalded them to death with live steam.

**Fatalities by Causes**—An analysis of the causes\* of the 1,341 fatalities that occurred during the year shows that 358 were the result of being "struck by tools, machinery, moving vehicles and other objects". Within this group the largest number of deaths was caused by falling trees (77), automobiles and trucks (39), objects falling from mines or quarries (32), materials falling from stockpiles and loads (29), and trains or other railway vehicles (28). Accidents that involved "collisions, derailments, wrecks, etc." were responsible for 326 of the industrial deaths during the period. These included 132 fatalities

involving automobiles or trucks, 57 involving watercraft, and 52 as the result of tractor or loadmobile accidents. In the classification "falls and slips" 243 fatalities were reported. Of these, 227 were caused by falls to different levels.

**Fatalities by Provinces**—The largest number of industrial fatalities in any province in 1955 was 421 in Ontario, an increase of 27 over the previous year. Of these, 89 occurred in manufacturing, 71 in construction and 57 in the transportation group. In Quebec 279 fatalities were recorded, including 82 in construction, 47 in transportation and 42 in manufacturing. British Columbia followed with 251 during the year. Accidents in the logging industry were responsible for 88 of these fatalities. (See Table H-3.)

**Fatalities by Industries\***—The highest percentage of the 1,341 fatalities in 1955 was in construction, with 18.5 per cent, an increase of .5 per cent over the previous year. In the transportation industry the percentage increased from 14.9 per cent in 1954 to 16.3 per cent in 1955.

Fatalities in manufacturing accounted for 16.0 per cent, compared with 15.9 per cent last year; in logging, 13.5 per cent in 1955 compared with 13.0 per cent in 1954. The fatality rate by industry is shown by the accompanying chart.

\*See Table H-4 for an analysis of fatalities by industries and months. The number of fatalities in each industry is expressed as a percentage of the grand total. The latest available figures of persons employed in the various industries are also given.

\*Table H-2 contains information on industrial fatalities classified by industry and cause; the cause classification used is that adopted January 1, 1952.

## Factory Inspection in Great Britain

Continuing increase in the working population is reflected in a rise in the number of accidents, Chief Inspector of Factories reports in his annual review of his Department's work for 1954, summarized here

A continuing increase in the working population of Great Britain is reflected in a rise in the number of accidents, the Chief Inspector of Factories reports in his annual review of the work of the Factory Department of the Ministry of Labour and National Service for the year 1954. Full employment is also reflected in the changing pattern of hours worked.

Automation is discussed and its eventual influence on the cleanliness and safety of the factory is foreseen.

The report reveals continuing progress in methods of fencing and other safety

measures and a general improvement in working conditions in factories with respect to cleanliness, lighting, washing and cloak-room facilities, and cheerful surroundings.

The work of accident prevention organizations and committees is reviewed, and various schemes for training workers are described. It is noted that many training schools for both apprentices and others now stress training in safety and health.

The contribution of older workers in many factories is increasingly valued, and in 1954, for the third year in succession, the

accident rates for persons over 60 years of age employed in factories were less than for younger workers.

The increase in the factory population over the previous year, when the total number of persons employed was the highest recorded in times of peace, the Chief Inspector attributes to an increase in the number of medium and larger-sized factories. There were fewer factories registered at the end of 1954, however, as a result of a decrease in the number of the smaller-sized plants. The number of power factories registered totalled 212,909, compared with 214,020 at the end of 1953. The number of non-power factories decreased from 21,032 to 18,955. There was a 10-per-cent increase in the number of registered building operations during the year and an increase also in works of engineering construction.

### Industrial Developments

In the design of factory premises, the trend is towards single-storey buildings with wide-span roofs. Columns, pillars and roof trusses are being avoided as far as possible to allow increased headroom for mechanical conveyors and lifting devices, and the use of lightweight movable walls, partitions or roof sections permits re-arrangement of production or easy moving of goods or materials.

The whole pattern of the manufacturing process is changing, the report states, as mechanization of production continues to increase, the greatest advances being in the industries in which raw or finished materials are handled in bulk—oil refineries, chemical, gas, cement, brick and tile works, flour mills, etc. In some industries pneumatic and hydraulic conveying is used in addition to the more conventional mechanical methods.

### Automation

The British Factory Department is watching with interest the development of automation and foresees its eventual influence on the cleanliness and safety of the factory "because the machine will be remote from its human supervisor". An increase in automatic handling, too, is predicted, which in turn will eliminate many accidents caused by handling of goods and materials.

There is also a strong possibility, the report states, that shift working will increase, since the system would otherwise be uneconomical. It is pointed out, however, that methods of automatic production in one form or another have been a growing feature of industrial development

for many years and that the real novelty of the present phase lies in development in the field of electronics during and since the last war. As a result, entirely new conceptions of master control of machinery and processes independent of human intervention have been formed.

"We are only at the beginning of this new development," the Chief Inspector says, "which is being hailed by visionaries as the second industrial revolution. Whether this is true, only time will tell. I am satisfied, however, that what is called the 'push-button factory' will take a long time to develop... I do not, however, visualize any drastic overnight changes."

### Electrical and Radiological Developments

Marked activity continues to characterize the electrical supply industry, the report states. The amount of new generating plant brought into commission during the year was nearly twice as much as the highest amount in any post-war year. It was still, however, substantially below that originally planned and many obsolescent generating sets, inefficient and expensive to operate, had to be kept in service.

The demand by industry for new supplies of electricity to secure higher production is greatly increasing and will likely continue for many years. The continuing tendency towards industrialization of the sparsely populated areas of the country has reduced the risk of fire from defective electrical wiring which existed in old and unsuitable premises in some cities and towns.

Reference is made to the dangers inherent in the use of cranes, excavators and steel scaffolding in the vicinity of overhead transmission lines, and it is suggested that on large building sites and works of engineering construction over which high-voltage power lines pass, "it is a good practice to employ watchers, whose sole duty is to see that no dangerous work is carried on in the vicinity of the lines".

On the subject of interlocked guarding of dangerous machinery by electrical means, the Chief Inspector makes the following comment:

It is common practice to provide a switch which is actuated by moving the guard of some dangerous part of a machine, but all too frequently this is done without proper consideration of the consequences of a failure of the switch. When examined, it will be found that most of these switches rely ultimately on the performance of a small spring which, if it breaks, allows a dangerous mechanical condition to obtain. However, if the risk of failure is borne in mind a designer can arrange that when spring breakage occurs the contacts fall apart to safety; alternatively, he may choose a circuit which



will give a safe condition in these circumstances. Although either of these are practicable, it is unwise to rely on such a narrow margin, and two switches, connected electrically in series but actuated by independent mechanisms, should always be the aim. Furthermore, it is useless to provide any device which can be defeated readily, as experience shows that operatives will all too often do this, to their own danger, if there is a real or imaginary hindrance of their work. Even with the best-designed arrangement, any device operating in a shunt circuit can give rise to danger if there is a defect in the contactor or associated wiring, and there is in consequence a real need for the development of suitable series switches for the positive opening of the circuit. Failing this, a direct mechanical link between the clapper of the contactor and the guard has much to commend it.

With regard to radiological developments in industry, it is reported that the increasing use of gamma ray radiographic sources has not resulted in any appreciable decline in the use of X-rays for the radiography of castings and welds. The newer method has tended rather to supplement the older one, and in 1954 a number of firms built combined X- and gamma ray departments after submitting plans to the Department for comment. The Chief Inspector notes with satisfaction the considerable number of firms who submitted their plans for new or reconstructed gamma radiography rooms to the Factory Department before beginning building operations. In such cases it was possible to make suggestions for the improvement of the protective arrangements proposed.

Several incidents of theft, loss and spillage of radiographic sources and other radioactive materials are recounted, and while none had serious consequences, they will be taken into account by the Factory Department in the consideration that is now being given to statutory regulation. In one instance cited:

At a firm using one of the very few radium radiographic sources now left in service in industry, the 250-milligram radium capsule fell off the end of its handling rod after use panoramically, and was not immediately missed. Subsequent search located it in the possession of a worker who had picked it up thinking it was some sort of "nut", put it in his pocket for a short time and, after showing it to a fellow worker and to his foreman, neither of whom recognized it, put it in his tool-box.

Fortunately, the Chief Inspector adds, no radiation burns resulted in this case but in future the source capsule would be painted a distinctive colour, fixed more securely to its holder, and the holder examined carefully after each use.

Reference is made to the Factory Department's pamphlet "Precautions in the Use of Ionising Radiations in Industry" which was revised in 1954.

## Safety Developments

The Report reviews the developments during the year in methods of fencing machinery and other safety measures with particular reference to the progress made and problems met in the textile, printing, cable-making, food machinery, woodworking machinery and celluloid film industries.

With regard to new machinery, the Chief Inspector refers to the statutory obligation on suppliers to fence certain dangerous parts and points out that compliance with the law is still far from complete. Each year inspectors' reports reveal a large number of cases of new machines with parts either unguarded or only partially guarded. Sometimes the machines concerned have been of foreign origin and in such cases the practice has been to approach the supplier in Great Britain with a view to obtaining the co-operation of the maker for the provision of guards on future machines. During the year more than 800 cases were reported of recently supplied machines which were found to be deficient, this total including machines for almost all industries. More than half of the machines, however, were those in four important industries—printing, dough and confectionery, woodworking and textiles.

## Accidents

For the second time since the war there was an appreciable increase in the number of accidents. The total reported in 1954 was 185,167, compared with 181,637 in 1953. In factories only, the number increased by 1·8 per cent, from 158,597 to 161,458; in other places covered by the Factories Acts, from 23,040 to 23,709, an increase of 2·9 per cent. The number of fatal accidents in all premises again decreased, from 744 to 708.

The accident rate per thousand workers in factories only was 22·4 in 1954. The rate for all workers in 1953 was 22·7 and in 1952, 22·5. This small variation in rate during the last three years, the report says, is due to a number of factors, the significance and effects of which are difficult to assess and analyze. The steady rise in industrial production since 1952 has not merely involved an increase in the number of persons employed but has involved more overtime, less short-time, an increase in the tonnage of materials handled, and perhaps most important of all, the absorption into factory employment of many persons who were unfamiliar with industrial hazards. The Chief Inspector observes that there is a tendency to think that adult males starting work are not in need of instruction and supervision, although it is realized that

young persons starting work must have training because of their lack of experience.

An analysis of accidents by age and sex reveals an increase in all groups, thus reflecting the increases in the number of persons employed in each group. For male workers the rate per thousand for all groups declined slightly from 29.2 in 1953 to 28.9 in 1954 but the rate for females rose from 10.1 to 10.2. Again this year the Chief Inspector expresses the hope that a real attempt will be made to bring these rates below the level of about ten per thousand. Having regard to the number of women who have gone into industry for the first time during the past two years, it is suggested that some firms may not be devoting the attention to accident prevention among their female workers that is required.

An analysis of the cause of accidents also reflects the increase in employment and production. From the tables setting forth the numbers and percentages of accidents by cause in factories from 1947 to 1954, it is shown that, broadly, the pattern remains the same but the report draws attention to some interesting changes. For example, between 1947 and 1954 there was a notable decrease in the percentage of accidents caused by the handling of goods—from 29.15 to 26.90—which the Chief Inspector says is no doubt largely due to the increase in mechanization. There was a decrease in the percentage of accidents caused by power-driven machinery, from 16.70 in 1947 to 16.27 in 1954. This latter decrease during a period of increasing production and mechanization, the Chief Inspector comments, is a tribute to the work that has been done in the safeguarding of machinery.

He expresses disappointment, however, that there has not been an appreciable decrease during the past three or four years in the number of accidents due to "persons falling", "struck by falling body" and "stepping on or striking against objects", in some respects the most difficult causes to cope with because of the many intangible factors involved.

#### *Accidents to Young Persons*

The increase in the number of accidents to young persons, as in the case of other groups, was mainly due to increases in the numbers employed. In all premises under the Factories Acts there were 9,522 accidents to boys in 1954, an increase of 288 over the figure for 1953; accidents to girls numbered 3,466, an increase of 117 over the previous year. The ratio of accidents

to young persons to those of all workers remained practically unchanged at about 7.5.

The report emphasizes the importance of educating young workers in accident prevention and points out that the accident proneness and inexperience of the young worker, together with the disturbing influence of a strange environment, make action necessary on the day on which he enters the factory and before he is put to work. "His training in safety must be intensive; time is not on his side, for a substantial number of accidents to young persons happen within a few days of their starting factory work."

#### *Accidents to Older Workers*

There continues to be an annual toll of accidents in the 60 and over age group, the report states, in spite of the experience and "unexpected toughness" of many older workers. Their contribution, however, is increasingly valued in many factories and older craftsmen are often retained in trades in which there is a high accident risk. Older women, generally, do not continue working as long as men but there are some exceptions, as in the instance cited of the two ladies over 80 years of age who were found working at herring curing in Yarmouth and Lowestoft.

Accidents to persons aged 60 and over reported in 1954 numbered 13,552, of which 12,806 occurred to men and 746 to women. The number reported in 1953 was 12,946. A comparison of the accident rates in relation to age groups on the basis of the reported accidents per thousand in factories reveals that again in 1954, and for the third successive year that these figures have been available, the rates for persons aged 60 and over were less than for those in the 18 to 59 age group.

Less agility on the part of some older workers, as indicated by the number and severity of accidents caused by falls, creates the need for special care for older workers. The importance of clear floors, safe staircases and good lighting is stressed. Difficulty has been experienced, however, in getting some older workers to take precautions against risks and, consequently, many accidents to this group "are due to stubborn insistence on the part of the injured persons that they can climb, lift or pull as well as ever".

Many firms are taking steps to ensure safer and more comfortable conditions of employment for their older workers. Some managements allow the elderly to leave work a few minutes earlier to avoid the risk of accidents from jostling by the



crowds; others put them on light work as messengers, sweepers and cleaners, etc.

### *Special Accidents*

Several chapters of the report are devoted to accidents in special industries (rubber making, paper producing, leather working, building operations, the construction and installation of engineering plant), to accidents in special causation groups and at various types of machinery, to electrical accidents and accidents caused by fire and pressure vessel explosions.

There was a slight increase in the number of crane accidents, from 3,912 in 1953 to 3,940 in 1954, of which 64 were fatal. Many crane accidents are attributed to faulty slinging and errors in signalling.

With regard to accidents at power presses, there was a sharp rise over the previous year in the number of tool and die accidents, from 245 in 1953 to 291 in 1954, although the number was slightly lower than the figure for 1952, which was 296. The increase in the number of accidents where interlocking guards were in use, from 59 to 93, the Chief Inspector attributes partly to the increased use of this type of guard and partly to expanding production. He stresses the need for routine maintenance of presses and guards of all kinds. Die-casting machines were responsible for 53 accidents in 1954. Accidents occurring at hydraulic presses employed on plastic moulding operations numbered 31, of which 19 occurred at injection moulding machines.

There were 39 accidents on hydro-extractors and centrifuges, 18 of which occurred in laundries.

Electrical accidents, which under the Factories Act, 1937, are reportable only in the case of a person disabled more than 3 days from earning full wages at the work at which he was employed, decreased from 744 to 707. Of this number, 33 were fatal.

Accidents due to inflammable liquids reported in 1954 numbered 457, including 10 fatal accidents. The figure for 1953 was 425, of which 20 were fatal. A substantial decrease, however, is noted in the number of accidents involving steam pressure vessels and equipment, from 83 in the previous year to 53 in 1954 with 6 fatalities.

### **Accident Prevention Organization**

Although there is evidence that the importance of the human factor in accident prevention organization is being more widely realized than formerly, district inspectors report a lack of enthusiasm for safety on the part of the safety officers in some firms, with the result that the worker

is not aware of the part he is expected to play in accident prevention. Physical remedies by themselves, the Chief Inspector says, cannot ensure success in preventing accidents; it requires the continuous co-operation of individual men and women.

"All too many managements are lukewarm in the cause of accident prevention and the workers' organizations are not always enthusiastic. An attack on the human factor demands that there should be some individual in the organization with qualities of leadership, initiative and enthusiasm," the Chief Inspector states.

Various examples are given of firms whose accident record greatly improved after both management and workers had co-operated with enthusiasm in the matter of safety.

With regard to safety committees, Inspectors have noticed instances of firms whose committees consist entirely of management and experts, and they appeared unwilling to admit employees from other ranks. This policy, the Chief Inspector points out, defeats the main object of a safety committee, which is to make all workers safety-conscious. He suggests that the work of safety committees might be broadened to include health matters, since safety is so very closely associated with a healthy environment. So far this step has been taken in only a few instances.

Committees are also advised not to confine their work merely to discussion round a table.

At a large plastics factory, the committee carried out an accident prevention survey of one section of the factory each month... The arrangements for following up points made by the committee were effective. The Secretary was responsible for ascertaining progress made and for keeping the committee informed, with the result that the recommendations were either carried out or else were referred back for further consideration if difficulties arose. Following the bursting of an abrasive wheel at this factory in circumstances which showed that the dangers of these wheels were not fully appreciated, arrangements were made for a representative of the manufacturers to visit the factory and give a talk to all staff who might have to use abrasive wheels.

### *Training*

On the subject of training, the report states that many training schools, for apprentices and others, are devoting considerable attention to training in safety and health. The courses include lectures on the more important aspects of the subject by safety officers, works doctors or nurses and outside speakers. Some firms make a point of sending their instructors to the safety officers' training courses run by the Royal Society for the Prevention of

Accidents, so that accident prevention can be included in the curriculum.

Employers' associations, too, are active in organizing training schemes in their respective industries and some of the schemes established in various firms are described. "Whether the hazards of a factory are great or small," the Chief Inspector observes, "training for production should never be divorced from training for safety."

## Health and Welfare

The national interest in health matters, stimulated by full employment, medical services, better housing and other related factors, was reflected in a general improvement in working conditions in factories and a greater appreciation on the part of the workers themselves of the amenities provided. Cleaner premises, lighter and more cheerful surroundings and improved washing and cloakroom facilities were noted in 1954. Improvement in general working conditions was particularly noticeable in "traditionally unpopular" industries such as scrap-metal and waste material reclaiming.

In spite of the progress noted generally, however, there were still many cases of overcrowded workrooms, unsatisfactory standards of sanitary accommodation and inadequate sources of drinking-water.

The importance of appointing works doctors and nurses, both full and part-time, to attend to health matters generally and to watch for toxic hazards continues to be more widely recognized. Inspectors, too, the report states, are constantly on the alert for the use of materials involving health hazards, and examples are given of measures which have been taken to reduce health hazards in particular processes, and to eliminate dust and noise.

### *First Aid*

The importance of adequate first-aid facilities and competent, properly-trained attendants is emphasized. It is also pointed out that although first-aid requisites of some sort are found in most factories, there is a marked contrast in the standard of facilities provided. Many small factories barely meet the legal requirements. It is suggested that more could be done in sharing first-aid facilities among groups of neighbouring factories. During 1954 there was a steady increase in the number of ambulance rooms put to use and it was noted that ambulance rooms were being provided for in plans for new factories of any substantial size.

## *Cleanliness*

There were some encouraging signs that more employers are tackling the problem of cleanliness in their factories. Standards varied, however, some managements, apparently, having no idea of proper standards. The shortage and high cost of labour are cited as two outstanding factors militating against the maintenance of high standards of cleanliness. The accumulation of dust given off from certain processes is also a handicap to clean premises and the Chief Inspector suggests that the efficiency of enclosures and exhaust appliances should be improved.

## *Temperature and Ventilation*

In general, most factories are fairly well heated but it is pointed out that more could be done to improve conditions if thought were given to the use of modern equipment and to making adequate preparation for proper systems of ventilation and heating when a building is being erected.

## *Lighting and Colour*

Substantial progress in the provision of natural and artificial lighting was made during 1954. Again the Chief Inspector emphasizes the importance of frequent window cleaning if natural lighting is to be maintained and refers to various devices being considered in the design of new buildings to make window cleaning easier and cheaper. An example is given of one large factory which has a special trolley arranged on the roof from which the windows can be hosed down, with little trouble, at reasonable intervals.

Advances have been made, too, in the field of outside lighting, increasing use being made of floodlighting. Lack of attention to the lighting of passageways was noted and Inspectors report that it is not uncommon to find well-lighted rooms connected by dimly-lit passages.

The use of colour has become widespread, extending to industries which were formerly described as dirty and drab, and in progressive factories thought is now being given to the colour of the workers' overalls.

## *Washing Facilities*

The removal of building restrictions during 1954, the report states, enabled many firms to proceed with the erection of new welfare blocks, some of which included washing facilities well in advance of the legal requirements. In special industries, too, where legal obligations to provide baths and changing accommodation are imposed because of a specific health risk or excessive dirt, heat and



general discomfort, observance of the law was encouraging. In iron and steel foundries, for example, which were obligated to comply with the Iron and Steel Foundries Regulations, 1953, in this respect by January 1, 1956, it was noted that shower baths and changing accommodation were already being provided in many cases and others were in the course of erection.

#### *Clothing Accommodation*

Although many firms are realizing that accommodation must be provided for personal belongings if workrooms are to be kept tidy, progress towards securing the provision of these facilities in every factory continues to be slow. The need for providing means of drying wet clothing is frequently overlooked, and it is suggested that such facilities should be independent of the factory heating system to ensure that wet clothes can be dried during summer as well as winter months. In one firm, the report states, "a new drying arrangement recently installed consists of hooks fitted to frames made partly of steam-heated tubes".

#### *Seating*

The provision in the Factories Act, 1948, governing seating facilities, and the advice given by Inspectors on how the provision may be carried out in practice, have brought about a substantial improvement in the number and suitability of seats provided in factories. Most firms show a preference for ready-made seats and the availability of seats of good standard has contributed to the improvements noted generally. The wide variety of efforts to improve or improvise seats, the Chief Inspector observes, disproves another current fallacy, that workers do not care what they sit on. The Factory Department's Welfare Pamphlet (No. 6), *Seats for Workers in Factories*, is recommended as a useful source of information on good seating practice.

#### *Canteens*

The lifting of food rationing during the year under review was responsible for a wider variety of foods and prices and more attractive menus in factory canteens. There was a noticeable improvement, too, in canteen hygiene, and an increasing interest in the training of canteen staff. Many canteen managers are co-operating with the technical colleges which give catering courses by permitting full-time students to work in their canteens for short periods to study the needs of the industrial worker.

## **Hours of Work**

Full employment in most industries was reflected in the hours worked. In many industries, the actual hours worked by men and by women and young persons over 16 years exceeded considerably the normal basic week of 44 or 45 hours in a five-day week. The increasing number of women employed, often in processes linked closely with those done by men, the report says, has made it increasingly difficult for employers to comply with the provisions of the Factories Acts governing the employment of women. The serious shortage of labour during 1954 was probably one reason for the increase in the number of cases of illegal employment of women and young persons at night and on Sundays, and the employment of children during school holidays. In one such case cited in the report, "the investigation of a fatal accident to a boy of 15, who had been employed as a crane driver in an iron and steel works, revealed that he had been illegally employed during the night".

Of 95 Orders made in 1954 under Section 83 of the Factories Act, 1937, to permit the period of employment to begin before 7 a.m., 55 were renewals of previous Orders. Emergency powers continued to be used during the year to permit arrangements of hours which are not normally allowed under the Factories Acts and the number of applications received for such special schemes reflected the increase in industrial activity. Of the 2,364 Orders and Permissions in force in November 1954, 2,020 covered day-work and part-time evening employment schemes and 344 covered shift-work. Part-time evening work permitted under the Factories (Evening Employment) Order, 1950, was used to a considerable extent in 1954. It was particularly useful in the textile trades, the report states, "where married women who are employed during the day refuse to work overtime because of their domestic responsibilities; this overtime is then frequently undertaken by other married women who find evening employment more suited to their particular needs than day work".

## **Other Developments**

Other chapters of the report deal with special statutory regulations, industrial poisoning and diseases, and the staffing of the Factory Inspectorate. The Chief Inspector also reviews the functions and activities of the Joint Standing Committees

created on the recommendation of the Joint Advisory Committees. The latter, which are composed of representatives of employers' organizations, trade unions and the Factory Department, have been set up from time to time to advise the Chief Inspector generally or specifically on matters of safety, health and welfare in a particular industry or process. On the recommendation of these Advisory Committees, Joint Standing Committees have been established to note progress and

developments in such industries and processes as iron, steel and non-ferrous foundries, paper manufacture, power presses, drop forging, jute, wool, cotton spinning and cotton weaving.

A series of tables appended to the report give detailed statistical information on the numbers of registered factories in 1954, on accidents, dangerous occurrences and prosecutions reported during 1954, and on the administration of the Factories Acts, 1944 to 1954.

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### *Report from Civilian Rehabilitation Branch*

## Firm Employs Handicapped Only

**New Montreal Company, financed by businessmen-founders until it pays its way, now employing 11, hopes eventually to provide work for 500**

"Unlimited Skills Limited" is the name of a company whose sole purpose is to provide employment for disabled persons in the Montreal district. The company was formed by Montreal businessmen, who will continue to finance it until it can pay its own way.

It is planned that 500 disabled persons will eventually be able to earn a living by working for the firm. Most of them would be persons who are at present dependent on a government disability pension.

So far 11 men are employed at such tasks as collating, packaging, piece marking, deburring and light electrical and mechanical assembly. Some work on aircraft pieces is also under way, and light press and machine work will be added shortly.

"Our every employee can earn dollar for dollar what the able-bodied man can," claims H. W. Royle, of Curtiss-Wright, the President of the new company.

\* \* \*

Arrangements have been completed between the Unemployment Insurance Commission and the Poster Advertising Association of Canada for the display of posters designed to encourage the employment of handicapped persons. The Commission has supplied the Association with 800 posters in English and 200 in French, which will be distributed to the members of the Association to be displayed on billboards which would otherwise be vacant.

The offer to display the posters came from C. R. Branchley, President of the Poster Advertising Association of Canada, and a member of the Montreal Council for the Guidance of the Handicapped.

\* \* \*

"Those concerned with education should seek out the handicapped and make sure that they are sufficiently educated to make their way in life," said Ian Campbell, National Co-ordinator of Civilian Rehabilitation, Department of Labour, in addressing the Special Education Section of the Ontario Educational Association in Toronto recently.

A lack of basic education is the disabled person's greatest hindrance to securing extra training to fit him for a more satisfying place in the community, he told the meeting.

\* \* \*

Construction of rehabilitation centres in Canada is proceeding rapidly.

Contracts have been let for the new Ontario Workmen's Compensation Board rehabilitation centre north of Toronto, to replace the famed Malton centre.

In Montreal, a campaign has been launched to raise \$3,100,000 to build new and more adequate premises for the Rehabilitation Institute of Montreal.

In Hamilton, the Institute of Physical Medicine and Rehabilitation has acquired property on which to build its rehabilitation centre. In Windsor, similar plans are being made.



## 50 Years Ago This Month

Employment increasing, wages rising and immigration mounting in the spring of 1906, as Canada went through a period of rapid economic expansion. In first week of April 1906, immigrants numbered 8,630

Canada was going through a period of rapid economic expansion in 1906. In April of that year employment was increasing, wages were rising and the flow of immigration was heavier than ever before. The building of new railway lines and the quickening settlement of the Prairies were the mainspring of this growth.

During the first week of the month, 8,630 immigrants arrived in Montreal, compared with 2,910 in the same week of the previous year. Ninety per cent of these arrivals were from the British Isles. Larger numbers of settlers were coming to Western Canada from the United States than in any previous period, and many Canadians who had moved to the Eastern States were returning to Canada. The number of arrivals through ocean ports and from the United States during the nine months July 1905 to March 1906 was 85,749.

Wage increases reported during April included the following: muckers at Rossland, 25 cents a day; plasterers at Ottawa, 5 cents an hour; painters at Ottawa, Saturday half-holiday without loss of pay; carpenters at Peterborough, 2½ cents an hour; granite cutters at Toronto, wages increased to a minimum of \$3 per eight-hour day; carpenters at Vancouver, wages increased from \$3.20 to \$3.60 per eight-hour day; bricklayers at Vancouver and Victoria, wages increased from \$4.50 to \$5 per eight-hour day.

Policemen at St. Thomas had their wages increased by \$100 a year to \$600 for the first year of service, \$650 for the second year, and \$700 thereafter. In Winnipeg, street railway employees had their wages increased one cent an hour after a strike; and street car employees in Victoria had their hours reduced from ten to nine a day, with a corresponding decrease in pay.

Carpenters at Welland, Ont., went on strike in support of a demand for union shops, all the building firms in the district having declared for "open shops". (This strike was never formally settled, but it was reported in the *LABOUR GAZETTE* for July 1906 that "conditions ceased to be affected".)

Early in April bricklayers and masons in Hamilton struck for an increase in wages from 45 to 55 cents an hour. This unofficial strike was settled 17 days later by an agreement which provided for 45 cents an hour for a nine-hour day, an advance to 47½ cents an hour for an eight-hour day the next year, and another increase to 50 cents an hour for an eight-hour day in 1908.

An employee of the Dominion Coat Co. brought a legal action against the company for breach of a section of the Coal Mines Regulation Act of Nova Scotia, which provided for payment of wages in money current in the Dominion of Canada and not otherwise. The company had deducted from the wages of the employee the amount of an account owing by him at the company's store for goods supplied. This was held by a JP's court at Glace Bay, N.S., to be contrary to the Act. The company was convicted and fined \$50 and costs.

An action for damages against the employing company was brought by the widow of a window washer who had been killed during the course of his employment the previous July. Evidence brought by the defendant showed that according to the company's practice the employee had had a choice of using a platform provided by the company for cleaning the outside of a window, or of taking the window out of the sash to clean it.

Instead of doing either of these things he had elected to make a platform for himself out of "rotten boards attached to pieces of scantling by a few weak wire nails. The moment he placed his foot on this structure he and it fell together into the yard below."

The court dismissed the action on the ground that the death of the deceased had been caused by his own gross imprudence.

In connection with a case in which an offender had been fined \$5 and costs or one month in jail, in the words of the *LABOUR GAZETTE*, "the Police Committee of the City Council of Montreal...gave instructions to the Chief of Police to see that the city by-law against Sunday shaving should be strictly enforced in future".

# International Labour Organization

## 39<sup>th</sup> ILO Conference About to Open

Will give final reading to two new draft Conventions, one on welfare facilities for workers, second on vocational training in agriculture

The International Labour Conference which is convening for its 39th session in Geneva June 6 to 28 will give a final reading to two new draft Recommendations concerning welfare facilities for workers and vocational training in agriculture, respectively.

A first discussion on the proposed new instruments was held during last year's Conference.

In preparation for the second and final discussion the ILO asked its 71 member countries for observations on the first drafts.

Forty-three countries have so far made observations on the text of the proposed Recommendation concerning welfare facilities for workers, while 46 have commented on the draft instrument on vocational training in agriculture.

These observations are analysed in two reports which will be before the Conference this year.

Welfare facilities mentioned in the draft relate to feeding, rest and recreation facilities as well as transport facilities to and from the places of employment.

The draft on vocational training in agriculture covers principles and objectives of such training, scope, methods, the role of farm and other interested organizations, and such national and international action as may be possible or desirable.

Unlike international labour Conventions, Recommendations do not have to be ratified by governments. They have, however, to be brought to the notice of legislatures or other competent national authority.

A two-thirds majority is required for the adoption of an instrument by the International Labour Conference.

In his annual report that forms the basis for the general debate at the Conference, ILO Director-General David A. Morse stresses the need to help countries maintain their economic and social security while undergoing vast and revolutionary changes in their way of life.

Mr. Morse describes the economic and social problems facing the world today and points out what is being done in the

various countries to solve them. In addition to what is being done on a continuing basis, Mr. Morse notes three specific new ILO developments that fit into the effort to improve social stability:—

Analysis of the social implications of technological change;

Workers' education to help trade unions to cope in an intelligent and responsible way with the changes taking place in the world;

Labour-management relations.

Next year's report, Mr. Morse indicated, will emphasize the labour and social aspects of the new technology, including the industrial application of atomic energy and automation.

In his introduction to the 130-page report, Mr. Morse describes the problems in broad terms. In a chapter on the labour and social situation he relates the more significant of 1955 events throughout the world.

A second chapter on the rural-urban employment relationship gives facts and figures on why there have been population shifts from country to city and vice versa, what problems have been created, and what is being done about the situation.

A third and final chapter describes the current program of the ILO and projects it into the future.

The Director-General notes that "conditions in many countries during 1955 were favourable to improvement of living standards and strengthening of social protection". But it is important to recognize that "many millions of workers are still living and working in conditions which fall well below any reasonable standards of health, decency and human dignity".

Mr. Morse considers that technological improvements have been a compelling factor in social progress over the year.

"Automation, electronics and the industrial application of atomic energy, moving ahead together with a host of other technological improvements, again focused attention on new prospects for material progress in all parts of the world and also on the new problems which are arising for management, for workers and their unions and for governments."



There has been an increasingly responsible approach to these new developments, as shown in the case of automation. In 1955 conferences and meetings, often bringing together management and labour to study the introduction of automation and its effects, were held during the year in a great many countries, including Australia, France, the Federal Republic of Germany, Poland, the Union of South Africa, the United Kingdom, the United States and the USSR.

The International Conference on the Peaceful Uses of Atomic Energy, convened by the United Nations in August, stimulated the industrial application of atomic energy. It showed that the production of electricity from nuclear energy is a practical possibility and that radio-isotopes are already being extensively used in industry.

The concern with the social aspects of technological change "is helping to centre attention on the real problems and to dissipate the imaginary ones, to create the attitudes and understanding on which the acceptance of change depends, and to work out practical solutions for the problems". The respective roles of employers, trade unions and governments are becoming defined and accepted. And, the Director-General says, the more active concern of business leaders for the social consequences of technical change is "one of the significant trends of recent years".

It was "a lively and somewhat restive year" in 1955 so far as industrial relations were concerned. Many of the problems of accelerated industrialization had an impact. Concern with technological change was reflected in a renewed struggle by workers against employment insecurity. A drive for increased wages was also apparent. In many less developed countries there was a continued demand for trade union recognition and for the right to strike.

Statistics now show that 1954 was the most industrially peaceful postwar year, while in 1955 signs of increased labour unrest emerged in a number of countries: in Belgium, Chile, Finland, France, the Federal Republic of Germany, Japan and the United Kingdom, for example. Statistics from the 28 countries reporting to the ILO showed that in 1954 some 46 million man days were lost in industrial disputes while in 1955 the figure was about 60 million. But the situation gave no real cause for alarm.

For management the key problems of the year seemed to be those connected with securing greater co-operation from the unions in achieving higher productivity and learning to cope with skill shortages in conditions of full employment.

The Conference will also examine the report of an ILO committee of experts on the application of Conventions and Recommendations. More than 4,000 reports from governments concerning the manner in which they have applied the international labour standards adopted by the general Conference of the ILO have just been examined by the committee.

The examination by the committee of experts is part of the machinery devised to ensure the proper application by governments of the requirements of the conventions they have voluntarily subscribed to. Part of the process calls for governments to submit their reports to the appropriate employers' and workers' organizations.

In its report, the committee noted that an increasing number of conventions were coming into force and new ratifications were being registered. In 1955, five new conventions came into force, bringing the total now in force to 85. During the same year, 65 new ratifications were registered, bringing to 1,527 the total number of ratifications at the end of the year.

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## 131<sup>st</sup> Session, ILO Governing Body

Decides to postpone until its November meeting discussion of report on freedom of employers' and worker' organizations, but meanwhile to submit the report to the International Labour Conference next month

The Governing Body of the International Labour Organization, at its 131st session in March, decided to postpone to its November session discussion of the report of the Committee on Freedom of Employers' and Workers' Organizations. At the same time it agreed to submit the

Committee's report to the ILO Conference next month, suggesting that the Conference have an exchange of views on the subject.

This exchange of views would not be designed to result in formal conclusions,

in order to avoid prejudicing later discussion by the Governing Body; but it would be intended to provide the Governing Body with information on the general views of the Conference delegates.

The Governing Body, which has for some time been preoccupied with certain problems relating to the representation of employers and workers in the ILO, decided in March 1955 that an inquiry should be undertaken to determine the extent to which employers' and workers' organizations are free from government domination and control.

An independent committee was accordingly named, with Lord McNair, former President of the International Court, as Chairman.

The Governing Body decided to appoint a three-party committee to consider the question of the reduction of hours of work, in an attempt to secure as much agreement as possible on the analysis of the problem, the probable repercussions of such a reduction, and the action to be taken by the ILO.

A list of countries to be invited to send representatives to the Preparatory Technical Maritimes Conference to be held in London next September and October was approved by the Body. The 21 countries which are members of the Joint Maritime Commission, of which Canada is one, were included in the list.

The Governing Body considered the report of a working group of experts whose object was to help the ILO in preparing a final draft of the International Standard Classification of Occupations for submission to the Ninth International Conference of Labour Statisticians.

A proposal that the Governing Body should authorize the Director-General to prepare an instrument for the international exchange of workers was opposed by the Canadian government member on the ground that there were already other such schemes in operation or contemplated, and that it would be advisable to wait and see whether there was any need for the ILO to embark on another scheme of the kind.

A vote taken on the proposal showed 15 votes in favour and 14 against, with nine abstentions.

The Governing Body's session was held under the chairmanship of A. H. Brown, Canada's Deputy Minister of Labour and permanent member of the Body. Mr. Brown was accompanied by H. Allard, Canadian Permanent Representative to the European Office of the United Nations, and assisted by J. E. G. Hardy of the Canadian Embassy in Rome and Paul Goulet, Director, ILO Branch, Department of Labour.

The 132nd session of the Governing Body is to be held on June 1 and 3, 1956.

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## Forced Labour Still Exists in the World—ILO Committee

Although there has been some improvement, the committee's unanimous report says, the improvements "could not be regarded as major advance"

The International Labour Organization's Committee on Forced Labour has reached the unanimous conclusion that definite systems of forced labour still exist in the world. Although there has been some improvement in the situation in recent years, these improvements, though welcome, could not be regarded as a major advance, it said.

The report said:—

"The material placed before the Committee leads it to the firm conviction that there exist in the world today definite systems of forced labour: (a) as a means of political coercion or education; (b) as a regular and normal means of carrying out

state plans and projects for economic development."

Under this latter category, it said, came particularly "forced labour as a punishment for infringement of labour discipline, that is, failing to attain the prescribed standards of individual output or otherwise hampering the accomplishment of state plans for economic development".

"Apart from these definite systems of forced labour," the report continued, "this evidence reveals that there are in certain countries administrative practices and legislative enactments which would by interpretation or otherwise permit the use of forced labour for the above-mentioned purposes."



The Committee called attention to the fact that its report covered only 12 countries against which allegations had been received. The situation in ten of these countries—Bulgaria, Czechoslovakia, the Democratic Republic of Germany, Hungary, Poland, Portuguese territories, Rumania, Union of South Africa, USSR and Yugoslavia—had been investigated by the earlier joint UN/ILO Forced Labour Committee in 1953 (L.G., 1953, p. 1131).

Allegations against Albania and China were being investigated for the first time.

The Committee's general findings confirmed analogous conclusions reached by the previous *Ad Hoc* Committee in 1953. The report, however, added:—

"Nevertheless, the Committee notes that in certain countries amnesties were declared about 1953, and that some of these may have applied to political prisoners.

"In other cases the information available suggests that there has been an improvement in conditions in forced labour camps.

"While this is in itself satisfactory, it cannot be considered as a major advance, since the Committee is firmly of the opinion that the systems mentioned above should in any case be completely abolished."

In the absence of comments from most of the governments concerned, the Com-

mittee was unable to state conclusively whether the legislation on which it had based its conclusions was in every case still in force.

"One of the means of reducing the extent of forced labour throughout the world is to keep the spotlight of public opinion constantly focussed on the question," the Committee declared. It hoped that the international organizations mainly concerned would regularly review the situation and the progress made towards the abolition of forced labour practices.

The Committee felt that the ILO Convention of 1930 concerning forced labour was "inadequate to deal with new forms of forced labour which have been found to exist in a number of fully self-governing countries".

It welcomed the action already taken by the ILO to submit to the International Labour Conference this June proposals for a new international instrument or instruments which would:—

(1) prohibit forced labour as a means of political coercion or education, as a method of mobilizing labour for economic development or as a means of labour discipline;

(2) impose restrictions on certain forms of work or service excluded from the scope of the Forced Labour Convention of 1930.

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## 5<sup>th</sup> Session, ILO Petroleum Committee

Meeting reaches conclusions on working conditions of contract labour in the petroleum industry, and on human relations in that industry

In countries where contract labour is employed in the petroleum industry, working conditions should be regulated by governmental authority in the absence of collective agreement, the Petroleum Committee\* of the International Labour Organization declared at its fifth session in Geneva last month.

Recognition of individual rights is essential to sound human relations in the industry, the Committee also asserted.

These conclusions were reached with near unanimity by government, employer and worker representatives from 15 countries who considered an agenda which included a general report on industry

developments, and reports on contract labour in the petroleum industry and human relations in the petroleum industry.

Problems of contract labour arise when oil companies find it desirable or necessary to assign, on a contract basis, certain types of work to other firms, or to individual employers. Sometimes the employees of contractors enjoy less favourable conditions of work than their fellows employed directly by the oil companies.

The result, the Committee found, may be the creation of serious problems which tend to undermine normal and harmonious relations. Working conditions should be regulated by collective agreements freely negotiated between organizations of workers and employers, but, the Committee noted, in the absence of organizations or where industrial relations are inadequately developed, this cannot always be done.

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\*One of the ILO's Industrial Committees inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

Accordingly the Committee, in its resolution on contract labour, dealt with the action that should be taken by the public authorities and by the oil companies entering into contracts with others.

The Committee said that the pursuit of a policy of good human relations should be the common aim of workers and management. Cordial co-operation would enhance the contribution of producing and refining operations to the prosperity of the community.

The following fundamental conditions seemed to the Committee to be of particular importance:—

The rights and the dignity of everyone should be recognized, including freedom of thought and liberty of expression, freedom to enter into membership of a trade union, and respect for national characteristics.

Human relations are everyone's responsibility and are both individual and collective.

The building up of good human relations requires continuous effort.

The greater duty rests with management which must treat the individual worker with consideration and respect.

Progress in building up good human relations can only be made on a foundation of good basic terms and conditions such as are normally the subject of collective bargaining.

Part of a good human relations policy is to seek to insure security of employment, to preserve the means of livelihood of the workers, and to safeguard and improve their conditions of service and working conditions.

The Committee also noted the personnel practices which should be followed by management and the procedures which should be supported by the workers, such as communications and grievance machinery.

The Committee's conclusions will be submitted in the first instance to the Governing Body for further consideration.

The chairman of the session was Sir Guildhaume Myrddin-Evans of the United Kingdom.

The following 15 countries took part in the session: Burma, Canada, Colombia, Egypt, France, Indonesia, Iran, Iraq, Italy, Japan, Mexico, the Netherlands, Peru, the United Kingdom, and the United States. Brazil and the USSR sent observer delegations.

The Canadian delegation was as follows:—

*Government Delegates*—Bernard Wilson, Assistant Director, Industrial Relations Branch, Department of Labour; and Marcel Guay, Regional Superintendent, Unemployment Insurance Commission, Montreal.

*Employer Delegates*—A. C. Harrop, Manager, Department of Employee Relations, Imperial Oil Limited, Toronto; and R. F. Hinton, Personnel and Industrial Relations Manager, Shell Oil Company of Canada Limited, Toronto.

*Worker Delegates*—M. L. German, President, Canadian District Council of the Oil, Chemical and Atomic Workers International Union (CIO-CCL), Saskatoon; and Gordon McIlwain, Vice-president, International Chemical Workers' Union (AFL-TLC), Toronto.

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## Opposition Voiced to Suggested U. S. Withdrawal from ILO

The withdrawal of the United States from the ILO, which was recently urged by William L. McGrath, the United States employer delegate in 1954 and 1955 (L.G., Feb., p. 214), is meeting with opposition from more than one quarter.

The Catholic Association for International Peace, whose president is Dr. Joseph Nuesse, Dean of the School of Social Science, Catholic University of America, said recently in a public statement that United States withdrawal from the ILO "would play directly into the hands of the Communists".


The statement said that although the Communists have 32 out of a possible 280

votes in the ILO annual conference, and are represented on the ILO Governing Body in the ratio of 1 to 39, the ILO is still not a Communist organization nor is it Communist-dominated.

The Catholic body said that United States participation in the ILO is directed towards making the principles of social justice prevail in the international field, and it asked: "When Communists appear on the scene, are we to withdraw and make a weak surrender without a fight?"

Although admitting that the Communist problem in the ILO was serious, the statement expressed the opinion that it "can be

(Continued on page 558)



# TEAMWORK in INDUSTRY

The labour-management committee at the Link-Belt Company Limited, Elmira, Ont., was formed in January 1947. Through it, labour and management hoped to gain worthwhile benefits and to improve relationships through co-operation.

Management and labour felt that some problems at the plant could be solved by their working together to create mutual understanding.

The committee also sought to establish a more friendly relationship between all personnel of the company that would prevail after, as well as during, working hours. Labour and management felt that everyone would profit through becoming better acquainted.

Reports and other data, coupled with a tour of the plant and interviews with the staff, indicate that during the eight years it has been active the committee has achieved many of its purposes.

Through conscientious application of joint consultation principles, the discussion and solution by labour and management of problems common to both, the committee is continuing its work to maintain and improve upon its achievements.

\* \* \*

## LMPC's First Anniversary

The first anniversary of a successful journey into joint consultation was recently celebrated with a banquet at Pinatel Piece Dye Works Limited, Joliette, Que.

The Pinatel labour-management committee was organized by management and the bargaining agent representing the employees, the National Catholic Syndicate of Textile Workers (CCCL).

During its first year of operation, the committee has been responsible for a number of ideas which management has found of substantial value.

Noel Lacas, organizer for the Central Council, National Catholic Syndicate of Textile Workers, noted that through the labour-management committee it is possible for the employees to co-operate with the company with a view to improving production, which not only leads to technical

improvements in the work itself but also to improvements in working conditions.

\* \* \*

A quiz contest, designed to teach staff the history of the company, was recently conducted by the Employees' Public Relations Association of John Labatt Limited, London, Ont.

Each evening during the contest period, volunteer quiz masters telephoned the homes of employees chosen by lot. The employees, or members of their families, answered questions—posed by the quiz masters—from lists of scrambled answers which had been distributed in advance.

Many employees and their families participated in the project, either as workers or contestants, and gained considerable knowledge about the company.

Production workers of the firm, where employees and management work together efficiently, are members of Local No. 1, National Union of Beverage Workers (CCL).

\* \* \*

A good example of an employer's effort to promote good industrial relations came to light recently, when a former employee of the Aluminum Company of Canada Limited, received an additional award for a suggestion.

While employed at the company's Grand'Mere, Quebec, plant, Maurice Normandin suggested through the labour-management committee that miners' lamps, usually affixed to work caps, be used by men working in dark places where space is limited. He received an award for his idea.

## Second Award

Mr. Normandin has now received a further award for his suggestion from Alcan's Arvida plant, where his idea has also been adopted. The further award was made although he had terminated his employment with the company a year and a half ago.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.



# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during March. The Board issued four certificates designating bargaining agents and rejected two applications for certification. During the month, the Board received seven applications for certification.

### Applications for Certification Granted

1. Canadian National Railway Hotel Employees, Local Division No. 93, of the Hotel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of employees of the Macdonald Hotel, Edmonton, Alta., excluding certain employees in the front office, accounting office, and engineering department (L.G., March, p. 290).

2. International Hod Carriers', Building and Common Labourers' Union of America, Local 92, on behalf of a unit of labourers, including labour foremen and labour lead hands, employed by Northern Construction Company and J. W. Stewart Limited on Project No. 572 in the Yukon Territory and Northwest Territories (L.G., March p. 291).

3. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of unlicensed personnel employed by the Canadian National Railways aboard the MV *Bluenose*, operated by the company in its Yarmouth, N.S.-Bar Harbour, Maine, ferry service (L.G., April, p. 414).

4. Building Material, Construction and Fuel Truck Drivers' Union, Local 213, on behalf of a unit of long haul drivers and local fuel delivery drivers employed by The British Yukon Navigation Company, Limited, Whitehorse, Y.T. (L.G., April, p. 414).

### Applications for Certification Rejected

1. Seafarers' International Union of North America, Canadian District, applicant, and Canadian National Railways, respondent, affecting unlicensed personnel employed aboard the MV *Bluenose* in the company's Yarmouth, N.S.-Bar Harbour, Maine, ferry service. The application was rejected for the reason that it was not supported by a majority of the employees affected (L.G., April, p. 414).

2. Winnipeg Electric Employees' Federated Council (One Big Union), applicant, and Winnipeg Electric Company, Winnipeg, Man., respondent (not previously reported). The application was rejected for the reason that the Board lacked jurisdiction in the matter.

### Applications for Certification Received

1. International Longshoremen's and Warehousemen's Union, Local 503, on behalf of a unit of longshoremen employed by Elk Falls Company Limited, Duncan Bay, B.C. (Investigating Officer: G. R. Currie).

2. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, on behalf of a unit of truck drivers and helpers employed by John F. Phair, Edmonton, Alta., in mail pickup and delivery (Investigating Officer: D. S. Tysoe).

3. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of employees of the Canadian National Railways, employed at the Yarmouth, N.S. terminal of the MV *Bluenose*, operated by the company in its Yarmouth, N.S.-Bar Harbour, Maine, ferry service (Investigating Officer: Remi Duquette).

4. Order of Railway Conductors and Brakemen, on behalf of a unit of road train conductors employed by the Canadian Pacific Railway Company on its Eastern Region (Investigating Officers: J. L. MacDougall and B. H. Hardie).

5. Order of Railway Conductors and Brakemen, on behalf of a unit of road train baggagemen and brakemen employed by the Canadian Pacific Railway Company on its Eastern Region (Investigating Officers: J. L. MacDougall and B. H. Hardie).

6. International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Workers of America, Local No. 338, on behalf of a unit of employees of Brett-Young Seeds Limited, Winnipeg, Man., employed in its seed cleaning plant at Winnipeg (Investigating Officer: J. S. Gunn).

7. United Steelworkers of America, on behalf of a unit of employees of Pronto Uranium Mines Limited, Algoma Mills, Ont. (Investigating Officer: F. J. Ainsborough).

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During March, the Minister appointed conciliation officers to deal with the following disputes:—

1. Quebec Paper Sales and Transportation Company Limited, Donnacona, Que., and the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern Division) (Conciliation Officer: R. Trépanier).

2. Canadian Marconi Company, Montreal, and Canadian Marine Radio Division No. 59, Commercial Telegraphers' Union (Conciliation Officer: R. Trépanier).

3. Canadian Broadcasting Corporation and the Association of Radio and Television Employees of Canada (Conciliation Officer: F. J. Ainsborough).

4. Giant Yellowknife Gold Mines Limited, Yellowknife, N.W.T., and Yellowknife District Miners' Union, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie).

### Settlements Reported by Conciliation Officers

1. Canadian Marconi Company, Montreal, and Canadian Marine Radio Division No. 59, Commercial Telegraphers' Union (Conciliation Officer: R. Trépanier) (see above).

2. Canadian Broadcasting Corporation and the Association of Radio and Television Employees of Canada (Conciliation Officer: F. J. Ainsborough) (see above).

3. Giant Yellowknife Gold Mines Limited, Yellowknife, N.W.T., and Yellowknife District Miners' Union, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie) (see above).

### Conciliation Boards Appointed

1. Holden Sand and Gravel Limited, Toronto, and the Seafarers' International Union of North America (Conciliation Officer: F. J. Ainsborough) (L.G., March, p. 292).

2. Association of Lake Carriers, Port Colborne, Ont. (Canada Steamship Lines Limited; N. M. Paterson & Sons Limited; Colonial Steamships Limited; Hall Corporation of Canada Limited), and the Canadian Merchant Service Guild, Inc. (Conciliation Officer: F. J. Ainsborough) (L.G., April, p. 414).

3. Canadian Pacific Railway Company (Dining, Cafe and Buffet Car Employees) and the Brotherhood of Railroad Trainmen. (This dispute was in the first instance referred to a conciliation board rather than to a conciliation officer.)

4. Guy Tombs Marine Services Limited and Davie Transportation Limited, Montreal, and Seafarers' International Union of North America (Conciliation Officer: R. Trépanier) (L.G., March, p. 292).

### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in March to deal with matters in dispute between the Shipping Federation of British Columbia, Vancouver, B.C. and the International Longshoremen's and Warehousemen's Union, Local 510 (L.G., April, p. 415) was fully constituted in March with the appointment of F. E. Harrison, Vancouver, B.C., as Chairman. Mr. Harrison was appointed by the Minister on the joint recommendation of the other two members, C. G. Robson and George Home, both of Vancouver, who were previously appointed on the nomination of the Federation and the Union respectively.

2. The Board of Conciliation and Investigation established in February to deal with matters in dispute between La Tribune Ltée (Radio Station CHLT), Sherbrooke, Que., and Sherbrooke Printing Trades Syndicate, Inc. (L.G., April, p. 416) was fully constituted in March with the appointment of His Honour Judge Honorius Michaud, Sorel, Que., as Chairman. Judge Michaud was appointed by the Minister on

the joint recommendation of the other two members, Arthur Matteau, Montreal, and Florent Hebert, Sherbrooke, Que., who were previously appointed on the nomination of the company and the union respectively.

3. The Board of Conciliation and Investigation established in February to deal with matters in dispute between the Association of Lake Carriers, Port Colborne, Ont. (Canada Steamship Lines Limited; Upper Lakes and St. Lawrence Transportation Company Limited; N. M. Paterson & Sons Limited; Misener Holdings Limited; Hall Corporation of Canada Limited; Norris Transportation Company Limited; Mohawk Navigation Company Limited; Beaconsfield Steamships Limited) and the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District)

(L.G., April, p. 416) was fully constituted in March with the appointment of His Honour Judge Walter Little, Parry Sound, Ont., as Chairman. Judge Little was appointed by the Minister in the absence of a joint recommendation from the other two members, J. C. Adams, QC, Toronto, and Ken Green, Ottawa, who were previously appointed on the nomination of the Association and the union respectively.

4. The Board of Conciliation and Investigation established in February to deal with matters in dispute between the Quebec Paper Sales and Transportation Company Limited, Donnacona, Que., and the Seafarers' International Union of North America, Canadian District (L.G., April, p. 415) was fully constituted in March with the appointment of the Hon. Mr. Justice

### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



Paul E. Côté, Montreal, as Chairman. Mr. Justice Côté was appointed by the Minister in the absence of a joint recommendation from the other two members, Marcel Belanger, CA, Quebec, and Louis Laberge, Montreal, who were previously appointed on the nomination of the Company and the Union respectively.

**Board Report Received**

1. During March, the Minister received the report of the Board of Conciliation and Investigation established in October

1955 to deal with a dispute between the Oka Sand and Gravel, Inc., Montreal, and the Seafarers' International Union of North America, Canadian District (L.G., Jan., p. 77).

**Settlement Following Board Procedure**

1. Canadian Pacific Transport Company, Limited, Winnipeg (Canadian Pacific Railway Company) and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Feb., p. 172).

**Report of Board in Dispute between  
Oka Sand & Gravel Inc.  
and  
Seafarers' International Union of North America, Canadian District**

The Conciliation Board appointed to hear the above dispute has completed its investigation and has the honour to make the following report:—

The Board was composed of the Hon. Mr. Justice Paul E. Côté, Montreal, as Chairman, Mr. Louis B. Daniels, Montreal, nominee of the Union, and Mr. Paul Emile Lejour, Montreal, nominee of the company.

It is worthy of notice that, since the renewal for two years as from April 1, 1954, of the then expiring agreement, the plant unit involved in the present dispute discontinued its affiliation with the United Mine Workers of America, District 50, Region 75, and secured certification on June 23 of the above referred Union as its bargaining agent. Shortly prior to this change, the present company had acquired control of all the interests of Consolidated Oka Sand and Gravel Co. Limited.

The present dispute has resulted from the termination of the above agreement under the provisions of Section 10 of the Act. It involves about 15 men known as "unlicensed personnel" who are engaged in the navigation and operation of the company's two tugboats and three barges.

**1. Work Week and Rates of Pay**

Under the terminated agreement, the regular working time consisted of 60 hours per week of seven days and the rates of pay of the unlicensed personnel were the following:—

	Per Month
Cook .....	\$157.00
Wheelsman (mate with no certificate) .....	187.00

During March the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Oka Sand & Gravel Inc., Montreal, and the Seafarers' International Union of North America, Canadian District.

The Board was under the chairmanship of the Hon. Mr. Justice Paul E. Côté, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Paul Emile Lejour and Louis B. Daniels, both of Montreal, nominees of the company and Union respectively.

The text of the report is reproduced below.

Deckhand .....	152.00
Engineer without certificate..	202.00
Oiler (winchman) .....	172.00
Fireman .....	172.00

The Board is of the opinion that in the absence of any substantiation by the company of its statement of financial inability to meet the Union's demands, it has no other course but to appraise the above wage scale and the increases sought by the Union in the light of the existing conditions in comparable transport systems. Little, however, has been submitted to the Board to evidence such points of comparison, as only two existing agreements were quoted by the Union in support of their demands and the work performed by the men differ somewhat in all three cases. These agreements are those of Canada Steamship Lines Limited (Sept. 29, 1953) and Lakeshore Lines Limited (June 29, 1955) concluded with the same union as in

the present dispute, namely, Seafarers' International Union of North America.

In the Board's estimation, the company's offer of a 5-per-cent general increase in the rates of pay on the basis of retention of a sixty-hour week is totally inadequate. The Union is justified in pressing for a redress of such sub-standard wages and hours of work. In reaching its majority decision on this point, the Board has felt that it should take into consideration the fact that the existing situation has been brought about by free collective bargaining process through a period of many years and that the parties, in the present dispute, who have inherited the existing situation from their predecessors, are facing each other for the first time for the negotiation of a collective agreement.

Board's recommendations:—

(a) that the work week do not exceed six days, exclusive of Sundays, and be limited to 48 hours regular time;

(b) that the deckhand's rate of pay be increased from \$152 to \$228 per month, and that the same proportional increase apply to the other classifications.

Mr. Daniels, nominee of the Union, disagrees on these two points and recommends that the Union's demands should be granted.

## 2. Welfare Plan

The Union is asking for coverage in the Canadian Lake Carriers and Seafarers' Welfare Plan. As a counter-proposal the company offers coverage in a welfare plan of its own which it anticipates to have completed in the near future. As the Board has submitted no particulars on either plan, it is not in a position to make any other recommendation on this issue than the following: until the company's welfare plan has been established in the other plants where it is to be applicable, it will not be possible to appraise the value and the extent of its coverage as compared with that of the other plan sponsored by the Union. It seems apparent, however, that the latter plan with its feature of interchangeability as the men move from one employer to another in comparable employment would commend itself for serious consideration. The Board estimates that this issue should stand until further negotiations are opened between the parties.

## 3. Union Security

The Board wishes to acknowledge the agreement of the company on this issue relative to the maintenance of membership, check-off of union dues and passes for Union's officials.

## 4. Employment and Promotions

In the absence of any counter-proposal from the company, the Board favours the Union's demand as follows, namely: that all unlicensed personnel shall be hired through the Union's offices and that the latter failing to fill a vacancy within three (3) hours of sailing time, the company shall apply to the Seamen's Section of the National Employment Service. In cases of promotions, should both these offices fail to supply a suitable replacement for the vacancy, the said promotions shall be made from among the men on the basis of seniority in the service.

## 5. Statutory Holidays and Overtime Pay Rates

Any work performed on any one of the following holidays shall be paid for at the rate of time and one-half provided they fall within the navigation season of the company, namely: (1) Good Friday; (2) Dominion Day; (3) Queen's Birthday; (4) St. Jean Baptiste Day; (5) Labour Day; (6) Thanksgiving Day; (7) Ascension Day.

Overtime pay rates shall be computed on the basis of time and one-half.

## 6. Seasonal Bonus

All members of the unlicensed crews covered by this contract, who have served continuously aboard their ships, or in the same company, from the time of fitting out in the Spring to the completion of laying up in the Fall, or who are absent during this period for reasons satisfactory to the Master, shall have accruing to them, and payable at the end of the season, a total not exceeding half of their respective monthly rates.

Considering shorter periods of service, an unlicensed employee shall be paid on a *pro rata* basis computed fractionally to a nine-month navigation season.

## 7. Grievance Procedure

A written statement of grievances shall be submitted to the Master of the ship by the ship's delegate. In the event of failure to reach a settlement, the said grievance shall be referred to a representative of the Union and one from the company. In the case of disagreement of the latter, the said grievance shall be submitted to an arbitrator jointly appointed by the latter and failing agreement, appointed by the Minister of Labour of Canada.

## 8. Other Benefits

The Board has considered favourably and does recommend the Union's demands relative to the following items:—

- (a) Coffee time.
- (b) Fit-out (to the extent it is applicable).
- (c) Safety (concurrence of the company).
- (d) Short-hand work (to apply only in cases of shortages of personnel which are within the control of the company).
- (e) Refrigerator (concurrence of the company).
- (f) Other conveniences.
- (g) Heavy weather gear.
- (h) Meals (concurrence of the company).
- (i) Linen and equipment (the Board accepts as meeting the Union's demand the company's commitment to provide for the comfort and security of the crew by supplying as good equipment as it is possible under any given circumstances).
- (j) Emergency duties (concurrence of the company).

The Board feels that the remaining items of the Union's demand should be dealt with as follows:—

- (a) Travelling: rewording of this demand to meet the special conditions of operation herein as outlined by the company.
- (b) Coaling Vessels: to stand until further negotiation.

## 9. Duration

The Board recommends that this agreement shall remain in force for a period of one year from the signing thereof, and shall be considered as renewed from year to year thereafter, unless a written notice is given to the other, within the period of two months next preceding the date of expiring of the agreement, of its desire to amend, modify, change or terminate same.

Mr. Daniels, the Union's nominee, recommends that the new contract should be retroactive to the commencement of the navigation in 1955.

## 10. Bonus in Lieu of Retroactivity

The Union demands call for a retroactivity to April 1, 1955. The Board in formulating its recommendation on this point must draw attention to the fact that the Union was certified only on June 23, 1955, that its notice to negotiate dates back to September 6, and that it was only on September 30, and October 7, that the first and only meeting was held with the employer, and that application was made to the Minister for the appointment of a conciliator. At this initial stage of the dispute, the active season for these men was reaching towards the end.

The Board therefore recommends as a reasonable compensation, that all unlicensed personnel, who have been regularly employed since the opening of navigation for the year 1955, be paid the following bonus, namely: \$100 to the deckhand, and a proportionally increased amount to the other classifications; in cases of shorter periods of service, an employee shall be paid said bonus on a *pro rata* basis computed fractionally to the length of the navigation season.

This recommendation is not concurred in by Mr. Daniels as set forth under the preceding item.

All of which is respectively submitted.

(Sgd.) PAUL E. CÔTÉ,  
Chairman.

Montreal, this 27th day of January, 1956.

## Report of Mr. Lejour (Translation)

As a member of the Conciliation Board in this matter, I beg to submit to you the following report:—

During the inquiry, the following *essential fact* was brought forward and proved before the Conciliation Board: when the Seafarers' International Union of North America, Canadian District, was certified as bargaining agent for the unlicensed personnel of the Oka Sand and Gravel Inc., a collective agreement was then in force, following the renewal of a previous collective agreement for a period beginning on April 1, 1954, and supposed to end on April 1, 1956.

This collective agreement had been concluded by the bargaining agent of that time, the United Mine Workers of America, District 50, Region 75, Local 13618, with Consolidated Oka Sand and Gravel Co. Ltd.

In my opinion, it is this collective agreement which is the crux of the present dispute between the Union and the company.

On the one hand, the Union claims to know nothing whatsoever about this collective agreement, and denies its existence. As a matter of fact, the Union did not mention it, and it was the company which presented copies of this collective agreement to the Conciliation Board, as the company maintains that the Union never legally terminated the collective agreement in force.

Confronted with this document, the Union did not succeed in bringing forward any arguments of a nature to have the existence of the collective agreement in force disallowed. Since this document has not been contradicted, the Conciliation Board must take it into account.



I am therefore of the opinion that when the Union was certified on June 23, 1955, a collective agreement was then in force, and that, under Section 10, Subsection (c) of the Industrial Relations and Disputes Investigation Act (11-12 Geo. VI, Chap. 54, 1948), the Seafarers' International Union of North America, Canadian District, was substituting for the United Mine Workers of America, District 50, Region 75, Local 13618, as a party to the collective agreement in force.

Therefore it must be determined whether, after its certification on June 23, 1955, as bargaining agent, the Seafarers' International Union of North America, Canadian District, legally terminated the existing collective agreement in accordance with the specifications of Section 10, Subsection (c) of the above-mentioned Act, which reads as follows:

(c) if, at the time of certification, a collective agreement binding on or entered into on behalf of employees in the unit is in force, the trade union shall be substituted as a party to the agreement in place of the bargaining agent that is a party to the agreement on behalf of employees in the unit, and may, notwithstanding anything contained in the agreement, upon two months' notice to the employer terminate the agreement in so far as it applies to those employees.

This section provides that the Seafarers' International Union of North America, Canadian District, as substituted bargaining agent, by two months' notice to the company, could terminate the existing collective agreement.

It must now be determined whether the Union gave the company the required two months' notice for termination of the collective agreement in force.

On this point, the Conciliation Board's inquiry has before it only one notice from the Union to the company, dated September 6, 1955. There is no mention therein of terminating the collective agreement in force. On the contrary, the Union requests an interview with the representatives of the company for the purpose of discussing a collective agreement. A letter addressed to you on October 7, 1955, informs the Conciliation Board that the Union and company representatives, meeting on September 30, 1955, were not successful in bargaining a collective agreement.

For lack of evidence before the Conciliation Board concerning the two months' notice, I find myself obliged to conclude that the collective agreement is still in existence.

Consequently, looking at the dispute between the Union and the company from a strictly legal point of view, I am convinced that the Conciliation Board should refrain from making any decision concerning the various claims of the Union, since making any decision would amount to changing a collective agreement in force, and such an attitude would be *ultra vires* and illegal.

Under the circumstances, I am obliged to refrain from making any decision concerning the different claims submitted by the Union, and I venture to express the wish that the Conciliation Board may not have sat in vain, since it has made it possible for the Union and the company to meet and to exchange their views in anticipation of the bargaining of a collective agreement in future.

All of which is respectfully submitted.

(Sgd.) PAUL EMILE LEJOUR,  
Member.

Montreal, February 27, 1956.

#### MINORITY REPORT

As the Union Nominee on the Board, having considered the evidence presented by the parties concerned in the subject dispute, I find and award as follows:—

On the Board Award—

#### *Work Week and Rates of Pay*

(a) Having considered the evidence at hand I find that the forty-hour work week is standard throughout industry in Canada, and that the Union's demands are reasonable in this matter. Therefore I recommend that the Union's demand for a forty-hour work-week be granted.

(b) No case having been made by the company suggesting that an hourly rate cannot be adapted to the classifications in dispute, I recommend that the Union's demands on the last Union's proposal before the Board be adopted.

#### *Duration and Bonus in Lieu of Retro-activity.* (9)-(10)

Evidence presented during the hearings disclosed that through no fault of the employees concerned they were deprived of the protection of any form of labour agreement during the 1955 season, although the company submitted a document during the hearings which was submitted as a valid agreement covering the employees concerned. On the other hand, in evidence before the Board Mr. Lapointe for the company admitted that this alleged agreement had not been applied to the benefit of the employees during the 1955 season.

(Continued on page 563)

## Legal Decisions Affecting Labour

**Owner-drivers of taxicabs held not to be employees and thus barred from union membership. In another case in B.C., injunction against picketing in jurisdictional dispute dissolved for lack of evidence**

In a dispute involving the application of a union security clause in an agreement between a taxicab company and its drivers, the Supreme Court of British Columbia examined the status of owner-drivers and determined that since they were themselves employers of other men they were barred by the Labour Relations Act from membership in the union.

In a second British Columbia case, Mr. Justice Wood dissolved an injunction restraining picketing on a construction project. He held that the picketing, which was directed at the employment of persons belonging to a rival union, was not justified but that there was not sufficient evidence to prove who was responsible for it.

### British Columbia Supreme Court...

...holds owner-drivers of taxicabs are employers and therefore can not become members of a union

On January 10, 1956, the Supreme Court of British Columbia ruled that a taxicab owner who drove his own cab but also employed another driver was an employer under the Labour Relations Act. It held also that a contract between a company and an owner requiring drivers to be union members must be construed as requiring employees of the owners to be union members but not the owners themselves.

The decision was given by Mr. Justice Clyne, who first set out the facts of the case. In June 1950, the plaintiff, Morrison, purchased a cab from the Yellow Cab Co. Ltd. for \$5,500, promising to operate his cab in conformity with all rules and regulations agreed upon by the company and the Taxi Drivers and Bus Drivers Union, Local 151. In return, the company was to render certain services to the plaintiff and allow him to use the trade names "Yellow" or "Star" with distinguishing colour combinations. Though undated and unsigned, the parties operated under the terms of this contract until a supplementary agreement was signed on June 3, 1953.

The new contract was similar to agreements made with the company by 83 other owners. The owners paid the Yellow Cab Co. \$72.50 a month for every cab operated and agreed to purchase from the company all the gasoline, oil and spare parts required for the operation of their cabs. In return, the company promised to provide parking lot facilities and a despatching service with a two-way radio, main station switchboard, telephone lines and call boxes. It also permitted the use of its office for storage of books and records and the use of taxicab stands or exclusive concessions obtained from hotel and transportation companies. The company also does the collective advertising, which costs \$400 a month, and for a commission of 10 per cent collects accounts charged under a credit card system.

The contracts expressly state that the owners are not employees of the company. Every owner is actually in business for himself. He collects his own cash fares and in some cases operates more than one cab and employs his own drivers and other help. The plaintiff at present employs a second driver and a part-time bookkeeper.

This action arose because on January 3, 1955, the company ceased to supply Morrison with the despatching service called for under the contract. Morrison then sued for damages for breach of contract.

The company's first argument was that no contract existed because the initial agreement was undated and unsigned, and the second, though signed, was never delivered. Mr. Justice Clyne did not agree.

He said a contractual relationship existed and the furnishing of a despatching service was an essential term of that contract.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The company also said that if there was a contract, it had been broken when Morrison, by his failure to pay dues, ceased to be a member in good standing of the Teamsters Union, Local 151. He had promised to operate in conformity with rules and regulations agreed upon by the company and the Union and was therefore bound by the agreement made between the company and the Union on May 1, 1953, which provided that all drivers, working whole or part time, must be union members in good standing with dues books as proof of membership. The company also promised to replace a driver who was not a union member in good standing when asked to do so by the Union. On December 31, 1954, the company was asked to replace the plaintiff with a union member and the cancellation of despatching services was a coercive step to compel him to continue his membership in the Union.

Mr. Justice Clyne disagreed with this interpretation of the contract. He said that Morrison and the other owners were not employees of the defendant but individuals conducting businesses independent of the company except for certain services specified in the contract. The initial agreement provided that the owners must operate in conformity with the rules agreed upon between the company and the Union, but did not say that they must become members of the Union. The proper construction to put upon this provision was that owners who drove themselves and also employed other drivers and clerical help were to abide by union rules in relation to their own employees.

He also dismissed the argument that Morrison, who had from time to time paid union dues, knew or ought to have known that the true intent of the agreement was that he should become and remain a union member. He thought that the plaintiff joined the Union as a matter of policy, and not because of any contractual obligation, and that when he was advised by his solicitor that it was illegal for him to belong, he ceased paying union dues.

Section 4(1) of the Labour Relations Act provides in part as follows:

No employer or employer's organization and no person acting on behalf of an employer or employer's organization shall participate in or interfere with the formation or administration of a trade union or contribute financial or other support to it.

The Judge thought these words meant exactly what they said and prohibited Morrison, who was himself an employer of labour, from participating in the affairs of a Union representing his employees and from paying dues into it.

This section of the Act was designed to prevent employers from influencing the decisions of their employees, and should have prevented the occurrence of an anomalous and improper situation such as had arisen in this case where the secretary and general manager of the company was also a member of the Teamsters Union, asserting the right to bargain on behalf of the owner with the very Union of which he was a member. The result was that the wages to be paid an assistant driver could be determined by negotiation between the Union and one of its own members without the owner having any say in the matter.

Referring again to the agreement, Mr. Justice Clyne said that he did not think the parties intended to embody the terms of the union contract in their agreement. If this were so the plaintiff could be prevented from washing his own car or cleaning his own motor. The proper construction was that the owners must adhere to union regulations in so far as their own employees are concerned but were not obliged to be union members themselves. *Morrison v. Yellow Cab Co. Ltd.* (1956) 1 DLR (2d) 607.

#### British Columbia Supreme Court...

...holds union not justified in picketing simply because of employment of members of rival union

On February 8, 1956, the Supreme Court of British Columbia for lack of evidence dissolved an injunction enjoining 15 members of a union from picketing a construction job where members of a rival union were employed. It was held that while a union was not justified in ruining a firm by picketing simply because of the employment of persons belonging to another union, there was not sufficient proof that the defendants were responsible for the picketing.

The decision was given by Mr. Justice Wood, who first set out the facts of the case. In November 1955, a construction company obtained a contract from the municipality of West Vancouver for certain alterations and additions to the local municipal hall. The company made verbal sub-contracts with certain other firms to supply material and do some of the work.

The company employed only five men on the work, three of whom were members of the Christian Labour Association, a trade union duly authorized to operate in the province of British Columbia. This union had been certified as the bargaining agent of the employees of three other contractors and had applied to be certified as the bargaining agent of the plaintiff's employees.



On November 7, after work had begun, two pickets began walking up and down in front of the municipal hall carrying placards which read: "Construction work on this job is not being done by members of a union affiliated with Building Trades Council A.F. of L."

As a result of the picketing, which continued until the granting of the injunction, employees of four of the sub-contracting firms who belonged to a union affiliated with the A.F. of L. refused to cross the picket line. The sub-contracting firms, after being notified of the existence of the picket line, declined to carry out their contracts.

The construction company then applied for an interlocutory injunction against 15 persons who were officers and members of the Building Trades Council enjoining the picketing of the construction work at the municipal hall. The injunction was granted on January 23, 1956, whereupon the union members applied to have it dissolved.

The Judge said that a union could not justify the ruination of a construction firm by picketing simply because the company employed persons belonging to another union. There was no labour dispute between the plaintiffs and their workmen and no quarrel between them and any one else. If there was a quarrel it was between the unions. In a similar case in Ontario, *Smith Bros. Construction Co. v. Jones* (1955) O.R. 382 Mr. Justice McLennan said:

However, in my opinion, if the development of the trade union movement has reached the point where workers will not cross a picket-line to go to work, that is just as effective an interference with con-

tractual relations as any other form of restraint might be. Loyalty to the rule that I have mentioned having been developed, the rule should not be abused for a wrongful purpose and where there is no justification.

Mr. Justice Wood then considered what might have been done about the picketing, which had been very hard on the company. He said that it would be unconscionable for them to fire the men whom they had hired and break their contracts, if any, with them. Much could be said in favour of enjoining the picketers, except that no one had been able to ascertain their names. The persons named in the interim injunction could be properly enjoined if it could be proved that they were responsible for the picketing.

Although the defendants had made no denial and no attempt to justify the picketing, the Judge did not think the plaintiffs were justified in believing that these persons were the cause of the picket line because of the wording of the placards and because their names had appeared in newspaper accounts of the picketing. He said that in *Coz v. Winnipeg City* (1922) 3 WWR 376 it was held that although a witness may refer to a newspaper report to refresh his memory, the report is not admissible as evidence of the facts therein recorded. He also said the failure of one of the defendants to reply to a company letter requesting the removal of the picket line did not justify the Court in finding him, let alone the other defendants, responsible for the picketing.

He held that as there was insufficient material upon which to found an injunction, it must be dissolved. *Re Bevaart et al and Flecher et al* (1956) 18 WWR 34.

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## Recent Regulations, Federal and Provincial

British Columbia raises minimum wage in manufacturing industry, and  
Manitoba issues new regulations setting out rules for spray painting

An order of the Board of Industrial Relations in British Columbia raised the minimum wage in the manufacturing industry to 75 cents an hour for men and 60 cents for women, and provided for a weekly rest period of 32 consecutive hours. Other orders applicable to the pipeline construction industry exempt the industry from the Hours of Work Act until the end of 1956 but require overtime rates to be paid after 40 hours in a week.

New regulations issued in Manitoba set out comprehensive rules to be observed in factories and garages where spray painting is carried on.

In Saskatchewan, regulations respecting the construction and use of anhydrous ammonia pressure vessels provide for registration and approval of plans, shop inspection, testing of welders and inspection by a departmental inspector before any vessel

is put to use in the province. A minor amendment was made to regulations regarding licensing of projectionists.

Maintenance allowances for disabled persons undergoing rehabilitation training were provided for in Ontario.

New regulations dealing with fire hazards on ships were issued under the Canada Shipping Act. Regulations respecting examination of engineers were amended.

## FEDERAL

### Canada Shipping Act

#### *Examination of Engineers Regulations*

The regulations respecting examination of engineers established by P.C. 3280 (L.G. 1952, p. 1372) were amended by P.C. 1956-305 gazetted March 14. The new regulations provide that the Board of Steamship Inspection may permit a person who has machine shop service or has satisfactorily completed a course in a recognized technical school to try certain examinations. A candidate who has a science degree from a recognized school of applied science may be exempted from trying examinations in specified subjects.

#### *Fire Detection and Extinguishing Equipment Regulations*

New regulations respecting fire detection and extinguishing equipment authorized by P.C. 1956-429 were gazetted March 28. The new regulations replace the Fire Extinguishing Equipment Regulations authorized by P.C. 1954-1816, and sections of the Passenger Steamships Fire Protection Regulations authorized by P.C. 1896 of 1950.

The regulations set out the requirements respecting submission of plans and particulars of fire extinguishing equipment, inspections and fire patrol, fire alarm and fire detection systems for each class of ships listed. Specific requirements for pumps, hydrants, extinguishers, fireman's outfits, safety lamps and other fire fighting or protective equipment are given in Schedules A to G.

## PROVINCIAL

### British Columbia Hours of Work Act

By Regulation No. 42, gazetted March 22, the British Columbia Board of Industrial Relations has exempted persons employed in the pipeline construction industry from the operation of the Hours of Work Act from April 2, 1956, to and including December 31, 1956. This means that persons employed in this industry (defined below in Minimum Wage Order

No. 28) may work longer than eight hours a day and 44 hours a week during this period. The regulation was made under authority of Section 12 of the Act, which allows the Board to exempt any industry from the operation of the Act when this is necessary or expedient because of the nature of the work, provided that due regard is taken for the welfare of the employees.

### British Columbia Male Minimum Wage Act

### British Columbia Female Minimum Wage Act

#### *Manufacturing*

The minimum wages to be paid employees in the manufacturing industry in British Columbia were increased by Male and Female Minimum Wage Order No. 25 (1956) gazetted March 15. Effective April 2, 1956, the minimum wage for experienced employees in all branches of the manufacturing industry including baking is 60 cents an hour for women and 75 cents an hour for men. Learners are to be paid 45 to 55 cents an hour depending upon the length of service.

This order replaces two other orders, Male Minimum Wage Order No. 17 (1942) (L.G. 1942, p. 92), which applied to the baking industry, and Male and Female Minimum Wage Order No. 25 (1948) (L.G. 1948, p. 1135), applicable to all branches of the manufacturing industry not covered by another order. Order No. 17 provided for a minimum wage scale for men ranging from 35 cents an hour for those under 18 years to 40 cents an hour for those 21 and over. A general order increased the rates by 20 per cent in 1946 (L.G. 1946, p. 988). Under Order No. 25, the minimum wage to be paid both men and women was 40 cents an hour. Employees with less than six months' experience were classed as learners and were paid from 31 to 37 cents an hour according to their experience.

The new order applies to all operations in or incidental to the making, preparing, altering, repairing, ornamenting, printing, finishing, packing, assembling the parts of, installing, or adapting for use or sale any article or commodity. It covers all employees in the industry except those covered by another Order of the Board specifically defining their work, and except persons in a supervisory or managerial capacity whose hours of work are not subject to regulations under the Hours of Work Act. An employee with less than six weeks' experience in the manufacturing industry in the class of employment for

which he is hired for whom the Board has issued a permit is classed as a learner.

Where men and women do different work, the minimum wage that may now be paid in the manufacturing industry is 60 cents an hour for female employees and 75 cents an hour for male employees. Equal rates must be paid, however, where men and women are doing the same work in the same establishment. Apprentices and part-time or handicapped persons for whom the Board may grant permits to work at less than the minimum rate must be paid at the rate specified in the permit.

For learners with permits from the Board, the minimum wage is 45 cents an hour during the first two weeks' employment, 50 cents an hour during the second two weeks and 55 cents an hour during the third two weeks. The regular minimum rates apply after six weeks and also in the absence of a permit.

If overtime work is permitted, it must be paid for at the rate of time and one-half the regular rate for all hours worked in excess of eight in the day and 44 in the week where the hours worked do not exceed eight in any one day. However, if by agreement employees work fewer than eight hours some days and longer than eight on others, overtime rates need not be paid until the agreed limits have been exceeded. Similarly, employees whose hours are averaged over an agreed period need not be paid overtime rates unless the average exceeds the specified limit during that period. The Board may also vary the overtime rates when an undertaking has been granted an exemption under the Hours of Work Act.

A daily guarantee provision is also included. An employee reporting for work on the call of an employer is to be paid the regular rate for all time spent at work, with a minimum of two hours' pay at the regular rate, unless his condition is such that he is not competent to perform his duties or has failed to comply with the accident-prevention regulations of the Workmen's Compensation Board. If he commences work, he must be paid four hours' pay at the regular rate, except where his work is suspended because of inclement weather or other reasons completely beyond the control of the employer. School students reporting for work on school-days on the call of an employer are to receive the regular rate of pay for the entire period spent at the place of work with a minimum in any one day of two hours' pay at the regular rate.

Employees in the manufacturing industry are to be granted a rest period of 32 con-

secutive hours every week. In exceptional circumstances the Board may approve a different arrangement. The employer in all cases is to notify the employee of the rest period allowed him.

The order also contains the usual provisions regarding semi-monthly pay, posting of orders, and the keeping of employment records.

### *Pipeline Construction*

A special minimum wage order issued for the pipeline construction industry, Male and Female Minimum Wage Order No. 28 (1956), was gazetted March 10. This order, which took effect April 2, 1956, removes pipeline construction workers from the general order for the construction industry, Male Minimum Wage Order No. 12 (1955) (L.G., June 1955, p. 680). The minimum wage is \$1 an hour, the same rate as is set in the general order for workers other than journeymen in the building trades, but an overtime rate must be paid for hours worked in excess of 40 in a week.

For the purpose of this order "pipeline construction industry" means: all operations in or incidental to the construction of any line of pipe used for transmitting or transporting gas, oil, or petroleum, as well as the preparation for or laying the foundations of any such construction, but does not include the installation of mains and service-lines in, to, or from industrial plants or other buildings.

Notwithstanding any other order of the Board, Order No. 28 applies to all employees in the pipeline construction industry except an employee acting in a supervisory or managerial capacity. The Board may determine whether or not an employee is to be exempted on these grounds.

Apprentices, and part-time or handicapped persons for whom the Board may grant permits to work for less than the minimum wage, must be paid at the rate specified in the permit. Time and one-half the regular rate must be paid for all hours worked in excess of eight in the day, and for all hours worked in excess of 40 in the week where the hours worked do not exceed eight in any one day.

The order contains the usual provisions regarding daily guarantee, payment of wages, posting of orders and the keeping of employment records.

### **Manitoba Factories Act**

Regulations under the Manitoba Factories Act respecting spray painting in factories and garages authorized by Man. Reg. 15/56 were gazetted March 3. Detailed construction requirements for spray booths are



given and safety provisions for spray painting operations are set out. Previously, only the general principles for the safe operation of factories applied to spray painting; there were no special rules for the guidance of the employer. The new regulations are the most comprehensive of any in Canada dealing with the hazards of spray painting.

Spray painting operations may be performed only under prescribed conditions. Spray booths may not be installed in a residential, institution or public building; spray painting operations are also prohibited in such places. In factories and garages, spray painting operations must be performed in spray booths constructed in accordance with the regulations. Spray booths installed within a building are to be placed on the ground floor against an outside wall unless the Minister of Labour approves another location.

Before a spray booth is constructed, the plans and specifications must be sent to the Department of Labour for approval. It must be built according to the approved plan and may not be put into operation until it has been inspected and an approval certificate issued.

Every spray booth is to be constructed of concrete, masonry or steel of specified thickness. It must be large enough to accommodate at the time of spraying the article to be sprayed, the spray painting equipment and the operator. The interior surfaces are to be smooth, with no projecting edges or recesses where residues might lodge. Non-combustible, non-absorbent, non-sparking material that is easily cleaned must be used on the floor and the operator's working area.

Mechanical ventilation must be provided so that no vapours may accumulate. The entrance to the booth, whether open or equipped with doors, is to be directly opposite the exhaust outlet. Intake openings are to be large enough for the exhaust fans to operate efficiently and located so that no dead-air pockets may form. The exhaust fans are to be of non-ferrous material such as brass, bronze or copper. The exhaust ducts are to be of fire-resistive construction with tight joints and sufficient clearance from flammable walls. They are to be provided with access doors if these are needed to facilitate cleaning or if ordered by the Minister. The exhaust outlets must extend at least two feet beyond the exterior wall and must be adequately supported.

Only electric lights may be used in a spray booth, and all lighting, electric installation and equipment must be of a type

approved for hazardous Class I locations in the Canadian Electrical Code. All lights are to be enclosed in explosion-proof globes and portable electric lamps may not be used during operations. If the spray booth is illuminated through panels made of glass or other transparent materials, only fixed lighting units may be used as the source of illumination. The panels must effectively isolate the spray booth from the area in which the lighting unit is located. The panels are to be of non-combustible material that is unlikely to break and must be maintained so that the temperature of any normal accumulation of residue on the exposed surface of the panel will never be high enough to cause fire or explosion by radiation or conduction from the sources of light.

Spray booths must be heated indirectly, preferably by steam or hot water. No electric heater or stove may be used in the booth or in the enclosed area around it.

Before an employee is allowed to work in a spray booth he must be instructed in all phases of the work and in all the precautions to be taken. He is also required to wear a suitable respirator during spraying operations.

Paint finishes and thinners are to be kept in a fire-resistive paint storage room located far enough from the spray booth and from any heating appliance that there is no danger of the contents being ignited. The storage room is to be metal or metal-lined with a close-fitting door of the same material. Ventilation is to be by means of two vent pipes extending directly to the outside air. No more than 10 gallons each of thinners and paint may be stored inside or about the building except by special permission of the Minister, who may impose other conditions.

Precautions must be taken to eliminate possible fire hazards. Floors, walls, ceilings and exhaust ducts are to be cleaned frequently with non-ferrous scrapers or brushes. Approved metal waste cans with tight-fitting covers are to be provided in which rags and waste materials are to be deposited. The contents are to be disposed of at least once daily or at the end of each shift.

Spray booths are to be used exclusively for spray painting purposes. If they are used alternately for applying paint and drying, the drying arrangements must not cause a significant increase in the surface temperature of the booth.

Special care must be taken with machinery. The motors of automotive vehicles to be spray painted and of equipment used to move these vehicles must

not be run while in the spray booth or while entering or leaving. All vehicles are to be moved either by hand or by cable. Open flame or spark-producing equipment is not allowed in a spray booth, and may not be used in the enclosed area around a booth if spraying operations may produce a dangerous condition. The use of welding or cutting equipment in and around a spray booth is also prohibited.

Smoking in a spray booth or paint storage room is not allowed at any time. It is also prohibited in adjoining areas if there is danger of fire or explosion.

An approved type fire extinguisher is to be placed in a convenient place outside every spray booth and maintained in good working order. "No smoking" and other warning signs are to be posted in spraying areas and in paint storage rooms.

### Ontario Rehabilitation Services Act

Regulations under the Ontario Rehabilitation Services Act were gazetted March 10. The Act, which was passed last year, provided for rehabilitation services to train handicapped persons for remunerative employment and for the payment of maintenance allowances during the training period. It also provided that details respecting duties of officials, allowances and applications were to be fixed by regulation. These regulations, approved by O. Reg. 27/56, are the first general regulations issued under this authority.

The Act is being administered by the Department of Public Welfare. An advisory committee of five has been established to advise the Minister respecting development and provision of rehabilitation services. An advisory body of three with a duly qualified medical practitioner as chairman has also been set up to assist the Director of the Disabled Persons' Allowances and Rehabilitation Services Branch in determining eligibility of applicants. Field workers will personally interview handicapped persons and report to the Director.

As provided in the Act, a disabled person seeking rehabilitation services must apply to a local authority or to a representative of an approved organization, who will fill out the prescribed forms, which the applicant will sign. An application for rehabilitation services will be submitted on Form 1, which will include the interviewer's observations and comments. It must be accompanied by Form 4, the report of a duly qualified medical practitioner. An application for a maintenance allowance must be made on Form 2, Part Two of which contains the field worker's remarks

and verification. The applicant must also sign Form 3, a consent to inspect assets.

The applications will be sent to the Director, who may ask the advisory board to review the medical evidence and may also require additional information from the field workers. If rehabilitation services are approved they will be those available under any agreement in force between the Government of Ontario and the Government of Canada or any approved organization. The Director will also determine the applicant's eligibility for a maintenance allowance and direct the amount to be paid.

If approved, the maintenance allowance will be paid by cheque, monthly in arrears, computed from the first day of the month in which a handicapped person receives rehabilitation services. Payment will cease on the first day of the month following the month in which rehabilitation services are suspended, cancelled, or completed. An unmarried handicapped person may be paid an allowance up to a maximum of \$60 a month. If he has dependants, he may receive up to \$90 a month. A married handicapped person living with his spouse may be paid an allowance of \$105 a month if he has no dependants. If he has dependants, the maximum that he may be paid is \$115 a month. In each case, where the need is apparent, the Director may authorize the payment of a further sum not to exceed \$15 a month.

Maintenance allowances will be reduced, however, if the disabled persons have other specified sources of income. An unmarried person will not be eligible for a maintenance allowance at a rate greater than will make his aggregate income equal \$960 a year; an unmarried person with dependants, at a rate greater than will bring his income up to \$1,380 a year; and a married person with no dependants who is living with his spouse, at a rate greater than will make the aggregate incomes of the married person and his spouse together equal \$1,560 a year. If he has dependants, he may not be paid an allowance at a rate greater than will make the total of his income and that of his spouse \$1,680 a year.

Liquid assets such as cash, bonds, debentures and stocks will also be considered when calculating income. An unmarried person with liquid assets in excess of \$1,000 will not be eligible for a maintenance allowance unless all those assets are applied in a manner approved by the Director to provide for a series of future monthly or other periodic payments towards his maintenance. The assets of a married person living with his spouse will be applied in a similar manner if the combined assets of the disabled person and his spouse exceed \$2,000.

The regulations provide that the Director, in addition to considering applications for benefits, may also suspend or cancel rehabilitation services if a handicapped person fails to comply with regulations or does not make use of the services authorized. The Director may also suspend or cancel the rehabilitation services if he thinks that the disabled person is not benefiting from the services being provided or is not making satisfactory progress towards rehabilitation. In such cases, allowances will also be suspended or cancelled.

### **Saskatchewan Boiler and Pressure Vessel Act**

Regulations under the Saskatchewan Boiler and Pressure Vessel Act respecting anhydrous ammonia pressure vessels, authorized by O.C. 657/56, were gazetted March 29. (Anhydrous ammonia is extensively used as a liquid fertilizer and is usually stored in pressure vessels in either a liquid or gaseous state. It is a potentially dangerous substance that requires careful handling.) The regulations set out requirements respecting the design, construction and use of pressure vessels and pressure containers for anhydrous ammonia.

Only approved portable cylinders, storage tanks, transport tanks, applicator tanks or other pressure containers designed, constructed and fitted in accordance with the regulations may be used for the storage, delivery or application of anhydrous ammonia. The standards used in these regulations are based on the requirements of the Canadian Standards Association Code (B.51), the American Society of Mechanical Engineers Codes and the standards of the Agricultural Ammonia Institute of Memphis, U.S.A.

Before a pressure vessel or pressure container, including a bulk storage tank, used storage tank, transport tank, farm trailer tank or applicator tank, is constructed or brought into the province, the design must be approved and registered by the Department of Labour. The manufacturer in every case is required to submit drawings and specifications to the chief inspector in accordance with the requirements of CSA Code (B.51). If there is any change in the design, construction or material other than a minor one, new design drawings and specifications have to be sent to the Department for approval and registration. Once a vessel design has been approved and registered, however, any number of vessels may be constructed according to this design unless it is cancelled by the Department or rendered

obsolete by changes in the regulations, codes or standards, provided certain requirements are met.

Every vessel must be constructed in strict accordance with the registered design, including vessel dimensions, the thickness of shell and heads, the ASME or ASTM material specifications and other design details. Specific requirements are set out respecting size, design pressure, minimum thickness, hot-formed heads, baffle plates, manhole openings, fittings, valves, pressure gauges and piping.

Every vessel exceeding five cubic feet in volume will be inspected during the construction stage by an authorized shop inspector. If the vessel is built in Canada, the inspector will be a provincial government boiler or pressure vessel inspector; if it is made in the United States, the inspector must hold a National Board Commission and be employed by a Code State or boiler insurance company.

Welders, including welding machine operators, employed upon the construction of pressure vessels must have taken welding tests within the previous 18 months. The tests are to be witnessed or certified to by an authorized shop inspector and must be in accordance with the ASME Welding Qualifications Code. If the welders have not been tested as required, the department inspector may order weld test coupons cut from the vessel for testing in accordance with the regulations. If the coupons fail, the vessel is to be sealed and its use prohibited. In addition to these tests, the welding procedure, including the filler metal to be used in actual construction, is to be established, tested and proved by the manufacturer and the records are to be forwarded to the Department for registration.

Before shipment, specified information must be stamped on every vessel or on an attached name plate. The manufacturer or distributor must also paint the vessel according to instructions. A copy of the manufacturer's affidavit on a prescribed form and a certificate of shop inspection signed by an authorized shop inspector must also be forwarded to the chief inspector and to the consignee whenever a pressure vessel is shipped.

There are special provisions respecting transport or trailer tanks used in regular commercial delivery service. Designs for these tanks and the units to which they are attached must be sent to the Department for registration. Every unit used for

*(Continued on page 562)*



# Unemployment Insurance

## Monthly Report on Operation of the Unemployment Insurance Act

Volume of initial and renewal claims for benefit declined in February, dropping 29 per cent from the January total, 22 per cent from February 1955; but, statistics\* show, number on live register rose 7 per cent

Initial and renewal claims for unemployment insurance benefit declined 29 per cent from the January total and were 22 per cent below that of February 1955. This reduction in the volume of claims was common to all provinces.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 185,016 claims were received in local offices across Canada in February 1956 compared with 261,661 in January and 236,847 in February 1955.

The very large increase in the number of revised claims received during the month (166,543) was due to the recomputation of claims filed since October 1, 1955, on which a benefit period was not established. This procedure was introduced in order to interpret contributions made under the 1940 Act in terms of a contribution week as defined under the 1955 Act, i.e., on the basis of the amount of contributions (or earnings) in a week rather than the number of days.

On February 29, a total of 510,963 claimants for regular and seasonal benefit had their unemployment register in the live file, comprising 413,083 males and 97,880 females. This represents a 7-per-cent increment over the 476,946 claimants (382,287 males and 94,659 females) recorded at January 31, the increase for the most part occurring among the males. On February 28, 1955, the number of claimants having an unemployment register in the live file was 619,701 (508,611 males and 111,090 females).

A total of 201,048 initial and renewal claims were adjudicated during the month, entitlement to benefit being granted in 122,150 or 60 per cent of the cases. Of the 75,897 initial claims for which the decision was "not entitled to benefit," 68,414 or 90 per cent failed to meet the basic contribution requirements, while in the case of the remaining 10 per cent a benefit

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

period was established but a disqualification was imposed (these 68,414 claims were considered under the seasonal benefit regulations but 17,093 or 25 per cent failed to establish a seasonal benefit period). The chief reasons for disqualification were: "voluntarily left employment without just cause," 7,049 cases; "not capable of and not available for work," 4,455 cases; and "refused offer to work and neglected opportunity to work," 2,697 cases.

New beneficiaries for regular and seasonal benefit during the month numbered 173,759, as against 266,822 during January and 213,991 during February 1955.

A total of \$32,188,102 was paid during February to both regular and seasonal beneficiaries in compensation for 1,733,650 weeks, in comparison with \$24,632,203 and 1,364,097 weeks during January and \$34,897,486 and 11,068,140 days during February 1955.

Reduction in the claimant's maximum weekly benefit rate occurred very infrequently, only 7 per cent of the weeks compensated (or 125,663 weeks) being reported as partial. During February, the proportion of partial weeks which were due to excess earnings stood at 54 per cent as against 56 per cent in January.

The estimated number of beneficiaries for regular and seasonal benefit per week during February was 416.1 thousand, compared with 313.3 thousand during January and 489.5 thousand during February 1955.

Of the 72,010 claims considered for seasonal benefit, 3,596 were renewal seasonal benefit claims filed.

\*See Tables E-1 to E-4 at back of book.

Claims adjudicated numbered 71,512, of which 51,019 were entitled to benefit.

Seasonal benefit claimants having an employment register in the "live file" on the last working day of the month totalled 142,084.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for February show that insurance books or contribution cards were issued to 4,504,791 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1955.

At February 29, employers registered numbered 281,986, an increase of 797 during the month.

### Enforcement Statistics

During February, 4,318 investigations were conducted by district investigators across Canada. Of these, 3,401 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The

remaining 917 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 56 cases, two against employers and 54 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 440.\*

### Unemployment Insurance Fund

Revenue received in February totalled \$20,043,943.42, compared with \$19,304,487.62 in January and \$17,173,515.42 in February 1955. Benefit payments in February amounted to \$32,168,997.54,† compared with \$24,619,181.33‡ in January and \$34,884,364.41 in February 1955. The balance in the fund at February 29 was \$873,417,741.80; at January 31, there was a balance of \$885,542,795.92 and at February 28, 1955, of \$869,000,298.57.

\*These do not necessarily relate to the investigations conducted during this month.

†Estimated.

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## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CU-B1223, March 19, 1956

**Summary of the Facts:** The claimant worked for General Motors Corporation, Windsor, Ont., as a machine operator, from March 20, 1950, to July 29, 1955, when he was temporarily laid off on account of a shortage of work. He filed an initial claim for benefit on August 2, 1955, which was allowed.

On September 19, 1955, local 195 of the United Automobile Workers, of which the claimant is a member, called a strike at General Motors Corporation. On that date the majority of the workers at the Windsor plant were on layoff and those who had filed a claim, including the claimant, continued to receive unemployment insurance benefit. However, on or about October 10, 1955, the employees were notified by mail that work was to be resumed at the plant as of October 12. They failed to report for work and the insurance officer disqualified the claimant and those associated with him in this appeal from receipt of benefit as of October 12, pursuant to Section 63 of the Act, because in his opinion,

on that date, they lost their employment by reason of a stoppage of work due to a labour dispute at the factory at which they were employed.

From the decision of the insurance officer, the claimant appealed to a board of referees on November 1, 1955.

The board of referees, which heard representatives of the company and of the union in Windsor on November 23, unanimously allowed the appeal. In the board's opinion, General Motors of Canada Limited had failed to fulfil the condition laid down in the master agreement between the company and the union regarding notices of recall when these notices were sent by postcards instead of registered mail, and therefore the appellants had never been legally notified to return to work. It was not disputed that each of the claimants did, in fact, receive a notice of recall.

From the decision of the board of referees the chief claims officer appealed to the Umpire, contending that "if the stoppage of work had not interfered with the

company's schedule as conveyed to the representatives of the union, operations would have resumed on October 3". He Also submitted that a disqualification was in order from the date of normal return to work without any notice and that, in fixing October 12 as the date of disqualification, the insurance officer delayed the disqualification beyond the proper date.

The union requested a hearing, which was granted, and it was held in Toronto on February 13, 1956. Earl R. Watson and James Dowell, President and 1st Vice-president, respectively, of Local 195 of UAW-CIO, and I. G. Ross, of the Unemployment Insurance Commission, attended.

**Conclusions:** On the evidence before me, my decision is that the claim for benefit should be disallowed as from October 12, 1955.

In my view the insurance officer has satisfactorily established the causal relationship between the labour dispute and the claimant's unemployment on October 12.

There may be in some cases difficulty in ascertaining whether the unemployment of an individual is due to a labour dispute.

In the present case, however, we have undisputed evidence that the seasonal lay-off and recall were discussed by officials of the company and the union at a meeting which took place on August 31, 1955. It was then agreed, as shown by the letter addressed by the plant manager to the chairman of the plant committee on September 1, 1955, that production would be resumed approximately on the 11th of October.

This fact entirely disposes of the suggestion that the notices of recall were fictitious and merely to prevent the workers from receiving unemployment insurance benefits.

The union has argued, and the board of referees has accepted that argument as reasonable ground for allowing the appeal, that the notice of recall was not a legitimate offer of work because it had not been sent in accordance with the procedure set out in the master agreement between the company and the union.

In my view, this is entirely irrelevant to the issue. We are not concerned with the terms of the contract but solely with the questions as to whether or not there was work for the claimant and whether or not it was made available for him.

I may add that, if a worker resumed work at the employer's premises immediately after the settlement of the dispute, such evidence strengthens the inference that his unemployment, or part thereof, was caused by the dispute.

It is significant to note in this connection that work was resumed at General Motors of Canada Limited as soon as feasible after the settlement of the dispute.

For these reasons, the claimant and those associated with him in this appeal, all of whom admittedly were directly interested in the labour dispute, were rightly disqualified from the receipt of benefit pursuant to Section 63 of the Act.

The chief claims officer has asked that the general disqualification, which was first imposed as from October 12, be now made effective as of October 3, "the date of normal return to work without any notice".

I am not prepared to do so. It has not been shown that the insurance officer was not in possession of all the facts when he rendered his decision.

### Decision CU-B 1224, March 23, 1956

**Summary of the Facts:** The claimant worked as a stationary engineer for ..... Ltd., ....., Que., from November 1953 to September 14, 1955. He filed an initial application for benefit on September 16 and stated that he had lost his employment on account of union activities. The employer reported on form UIC 479 (confirmation of separation) that he had been laid off. A further verification with the employer, however, revealed that the claimant was dismissed because he was "drinking on the job" notwithstanding previous warnings in that respect. The claimant was asked for his comments and he replied that he was fired "on account of having intoxicating liquor" on the premises on August 20, 1955, when the plant was closed for operations and only a few were employed on repairs; he added that, when he inquired about the real reason for his dismissal, he was told that he did not "play the game right" in so far as the union was concerned.

On the facts before him, the insurance officer disqualified the claimant from the receipt of benefit for a period of six weeks because, in his opinion, he had lost his employment by reason of his own misconduct within the meaning of Section 43(1) of the Act.

From the decision of the insurance officer, the claimant, on October 3, appealed to a court of referees, contending that on many occasions officials of the company had brought beer to the employees as a reward, and that the real reason for his dismissal was his union activities.



The employer was again asked for further information and, in reply, he stated that it had been reported to the management that the claimant "had consumed beer and had offered it to others, while on duty as an engineer for the boiler and other pressure vessels"; furthermore, a case of beer had been found in his locked cupboard.

The court of referees, after having heard the claimant and a representative of his union, in Montreal on October 27, confirmed by a majority the decision of the insurance officer.

The dissenting member of the court expressed the opinion that the real reason for the claimant's dismissal was his union activities.

From the majority decision of the court of referees, the claimant appealed to the Umpire on December 1.

The union requested an oral hearing, which was held in Montreal on February 20, 1956. The claimant and representatives of the union, the company and the Unemployment Insurance Commission and a former employee of the company attended the hearing.

**Conclusions:** On the facts before me, I consider that the claimant should not have been disqualified from the receipt of benefit.

The statement that he had been drinking on the job is not borne out by satisfactory evidence.

(The company's representative) stated before me that trustworthy employees had reported to the management that the claimant had consumed and distributed beer in the plant on August 20, 1955. Personally, he had not seen the claimant drinking beer but had only noticed glasses lying around on tables, when passing by. Furthermore, he was unable to say whether the claimant had ever been warned about drinking on the job. As to the case of beer which was mentioned in one of the employer's reports, he himself had discovered it in a cupboard of the boiler room after the claimant's dismissal. He could not state positively, however, that this cupboard was for the claimant's personal use.

On the other hand, the claimant emphatically denied at the hearing that he had consumed beer at any time on the employer's premises or that he had kept a case of beer in the boiler room or elsewhere. A former employee of the firm who appeared as a witness stated that he himself had drunk beer on the premises on two or three occasions with the foreman's approval and in the presence of the claimant, who had not consumed any.

Taking into consideration the original statement of the employer as to the reason for separation, the interval which elapsed between the alleged offence and the claimant's dismissal, and the positive and direct evidence which is all on the claimant's side, the appeal is allowed.

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## Oppose U.S. Withdrawal from ILO

*(Continued from page 538)*

handled by methods less drastic than the withdrawal of the United States from the organization".

A second protest against the suggested withdrawal came from J. D. Zellerbach, President of Crown Zellerbach Corp., and United States employer delegate to the ILO from 1945 to 1948. He also served as Vice-chairman of the ILO Governing Body.

In a statement made before the Subcommittee of the House Foreign Affairs Committee, Mr. Zellerbach said: "Far from being Communist-dominated, the ILO has served as a valuable forum for the presentation of progressive ideas on modern capitalism, on facilitating co-operation

between management and labour. Such a positive approach is, of course, the best answer to Communist attempts to impugn the free enterprise system and to sow discord between labour and management. Moreover, the ILO's comprehensive studies of forced labour have struck a serious blow to Soviet pretensions that Communism operates in the interests of the workers."

He went on to say that he believed withdrawal from the ILO "would be an isolationist action in violation of our international interests and responsibilities. It would leave a highly important field by default to the Soviet Union and its satellites. . . . I would consider abandonment of our ILO membership, therefore, as morally and politically indefensible."

# Labour Conditions

## in Federal Government Contracts

### Wage Schedules Prepared and Contracts Awarded during March

#### Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 156 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 100 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in March for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Department of Agriculture.....	1	\$ 18,325.00
Defence Construction (1951) Ltd. ....	1	63,605.00
Department of Defence Production (February).	154	1,198,224.00
Post Office .....	9	47,112.67

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during March

During March the sum of \$12,292.39 was collected from seven employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 119 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during March

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Near Vauxhall Alta:* Oland Construction Ltd, construction of two check structures on main canal, Bow River Project.

### Central Mortgage and Housing Corporation

*Tuft's Cove N S:* Terminal Construction Co Ltd, site improvement & planting. *Valcartier Que:* Bedard Girard Ltd, construction of electrical distribution system. *Petawawa Ont:* Reinhold & Gutzman, \*clearing. *Edmonton Alta:* Progress Electric Ltd, construction of electrical distribution system; Burns & Dutton Construction Co, construction of housing units & services. *Comox B C:* A & B Construction Co Ltd, construction of school extension. *Chilliwack B C:* Terminal Construction Co Ltd, \*site improvement & planting. *Vancouver B C:* W C Weberg, interior painting of apartments; Henry Berger, \*lawn maintenance of apartments; R G Kelly, \*repair of fire damage.

### Defence Construction (1951) Limited

*Halifax N S:* Fundy Construction Co Ltd, construction of main gate & guardhouse & additional floor to bldg S8, HMCS *Stadacona*. *Camp Gagetown N B:* The Steel Co of Canada Ltd, construction of chain link fence & accessories; Newton Construction Co Ltd, construction of physical training bldg (M-2) & outside services. *Renous N B:* Wheaton Construction Co Ltd, construction of frontal traverse, transfer bldg, RCNAD. *Bagotville Que:* Coseley Engineering (Canada) Ltd, supply & erection of readiness shelters, RCAF Station. *Longueuil Que:* H Coupal Construction, installation of water main, Sorel Industries. *St. Hubert Que:* Coseley Engineering (Canada) Ltd, supply & erection of readiness shelters, RCAF Station. *Valcartier Que:* W Rourke Ltd, construction of extension to garage bldg #83, CARDE. *Barricfield Ont:* M Sullivan & Son Ltd, construction of hospital & outside services. *Camp Borden Ont:* Barclay Construction Ltd, construction of various bldgs & outside services. *Cobourg Ont:* Joice-Sweanor Electric, revision to fire alarm & watch system, #26 COD. *North Bay Ont:* Coseley Engineering (Canada) Ltd, supply & erection of readiness shelters, RCAF Station. *Uplands Ont:* Coseley Engineering (Canada) Ltd, supply & erection of readiness shelters, RCAF Station. *Portage la Prairie Man:* Bowyer-Boag Co Ltd, supply & installation of sprinkler & automatic fire alarm system in administration, hospital & GIS bldgs. *Cold Lake Alta:* Bennett & White (Alberta) Ltd, addition to hospital, RCAF Station. *Edmonton Alta:* Poole Construction Co Ltd, construction of ranges, return stores bldg, junior ranks clubs, barrack block & outside services, Griesbach Barracks. *Ralston Alta:* Shaw Construction Co Ltd, provision & stockpiling of gravel, Suffield Experimental Station. *Comox B C:* A I M Steel Ltd, supply & erection of chain link fence, RCAF Station. *Esquimalt B C:* Paine & Townsend, construction of rifle range bldg, Work Point Barracks.

### Building and Maintenance

*Dartmouth N S:* W A Moffat Co, shingling & exterior painting of PMQs, HMCS *Shearwater*. *Halifax N S:* Walker & Hall Ltd, repairs to jetty, HMC Dockyard. *Farnham Que:* Chas Duranceau Ltée, paving of parade square. *Hagersville Ont:* The Steel Co of Canada Ltd, supply & erection of security fence at #1 Detachment Stock Vehicle Park. *Shirley's Bay Ont:* Frost Steel & Wire Co Ltd, supply & erection of chain link security fence. *Vancouver B C:* Rosenquist & Sons, interior painting of Beatty St Armoury. *Victoria B C:* J T Devlin & Co Ltd, interior & exterior painting of various bldgs, Work Point Barracks.



## Department of Defence Production

### (February Report)

*Bedford Basin N S:* Cameron Contracting Ltd, installation of concrete septic tank, sewage pump & piping, RCN Magazine. *Sydney N S:* J W Rudderham, installation of weatherstat control system in barrack blocks, RCAF Station. *Senneterre Que:* Courchesne & Lafleur Enr, repainting of interior of PMQs. *Ville La Salle Que:* H K Corey & Son, drilling of well, Naval Supply Depot. *London Ont:* Ross Urquhart Construction Co Ltd, repair to bldg, HMCS *Prevost*. *North Bay Ont:* Stradwick-Brown Ltd, repair of shower rooms, RCAF Station. *Rockcliffe Ont:* Ajax Air Conditioning Co Ltd, installation of air conditioning units in bldg #90, RCAF Station. *Trenton Ont:* W A Moffat Co, recovering of bldgs with shingle siding, RCAF Station; Weatherproofing Ltd, repair, replacement & re-insulation of underground steam distribution system, RCAF Station; Weatherproofing Ltd, installation of steam heating system, bldg #114, RCAF Station. *Uplands Ont:* General Equipment & Supplies Co Reg'd, installation of asphalt tile covering & cove base on floor of drill hall, RCAF Station. *Dundurn Sask:* Little-Borland & Co Ltd, shingling roofs of bldgs, Military Camp. *Aldergrove B C:* Monarch Roofing Co, repair & alterations to bldgs & guard house, Naval Radio Station. *Boundary Bay B C:* Quest Metal Works Ltd, construction & installation of kitchen equipment, bldg 18, RCE. *Chilliwack B C:* Flexible Window Screens, installation of roll-away window screens on windows of PMQs, 11 Works Coy, RCE.

## Department of Fisheries

*Valleyfield Nfld:* Kenney Construction Co, construction of staff house & dwellings; Kenney Construction Co, installation of sewer, water & electrical systems & construction of roads & walks.

## National Harbours Board

*Montreal Harbour Que:* J G Fitzpatrick Ltd, construction of transit Shed #46A. *Quebec Que:* Beaudet & Fils Enr, construction of sanitary facilities & offices, West End Shed A. *Prescott Ont:* Prescott Construction Ltd, enclosure of stairways & passenger elevator, Grain Elevator. *Vancouver Harbour B C:* Empire Roofing & Sheet Metal Works Ltd, renewal of roofing, #4 Elevator.

## Department of Public Works

*Carbonear Nfld:* Cyril Babb, construction of shed. *Charlottetown P E I:* Bruce Stewart & Co Ltd, \*renewals & repairs to dredge "PWD No 12". *Caribou N S:* Stanley Mason, \*dredging. *Yarmouth Bar N S:* John Henry Leedham, raising bridge & construction of approaches. *Misco N B:* J W & J Anderson Ltd, wharf repairs. *Val Comeau N B:* Comeau & Savoie Construction Ltd, construction of wharf. *Black Cape (Woodman's Beach) Que:* Bert Dimock, wharf relocation & extension. *Pointe Basse Que:* Chas Verreault, wharf extension. *St. Paul (Ile aux Noix) Que:* P Baillargeon Ltd, improvements to wharf approach. *St Roch des Aulnaies Que:* Jean-Baptiste Rioux, wharf repairs. *Vercheres Que:* Lucien Lachapelle, wharf improvements. *Burlington Ont:* The Cementation Co (Canada) Ltd, breakwater repairs (east section). *Ottawa Ont:* Otis Elevator Co Ltd, improvements to elevators, Centre Block, Parliament Bldgs; Leopold Beaudoin Construction Ltd, construction of addition, Woods Canadian Bldg; Leopold Beaudoin Construction Ltd, alterations to 7th floor, Postal Terminal Bldg; Maurice Savard, redecorating Temporary bldgs, No 6 & No 9. *Pesherlaw River Ont:* Dean Construction Co Ltd, reconstruction of training wall, stage 2. *Sandwich Ont:* Luigi De Apollonia, alterations & renovations, federal bldg. *Toronto Ont:* Bailey Construction Co Ltd, construction of bridge over Don River, Sunnybrook Hospital. *Waterford Ont:* Cromar Construction Ltd, construction of federal bldg. *Wheatley Ont:* Dean Construction Co Ltd, \*dredging. *Outlook Sask:* Horosko Bros, construction of post office bldg. *Peace River Alta:* Walters Construction Ltd, construction of RCMP married quarters. *Waterton National Park Alta:* Remington Construction Co Ltd, construction of bridge over Waterton River. *Deas Island, Fraser River B C:* Gilley Bros Ltd, bank protection. *Vancouver B C:* Burrard Shipyard & Engineering Works Ltd, \*repairs to launch *Walronda*; Bennett & White Construction Co Ltd, construction of central heating boiler house & prosthetic services bldg, Shaughnessy Hospital. *Yoho National Park B C:* Mannix Ltd, grading, culverts & base course, mile 21-0 to mile 28-0.

## Department of Northern Affairs and National Resources

*Point Pelee National Park Ont:* Docherty Construction Co Ltd, construction of comfort stations; Docherty Construction Co Ltd, construction of water & sewer system. *Riding Mountain National Park Man:* Arthur Freiheit, construction of administration bldg. Wasagaming Townsite. *Banff National Park Alta:* Square M Construction Ltd, construction of ski jump, Mount Norquay. *Elk Island National Park Alta:* Poole Engineering Co Ltd, grading of parking & recreational area & construction of approximately 3,000 feet of highway adjacent thereto. *Kootenay National Park B C:* A E Jones Co Ltd, construction of combined staff quarters & office, West Entrance; Oland Construction Ltd, construction of stores bldg & workshop.

## Department of Transport

*Port aux Basques Nfld:* R G McDougall Ltd, construction of transmitter bldg. *Charlottetown P E I:* County Construction Co, additional airport development. *Quebec Que:* Davie Shipbuilding Ltd, \*construction of icebreaker, lighthouse supply & buoy vessel. *St Hubert Que:* Lewis Bros Asphalt Paving Ltd, additional airport development. *Owen Sound Ont:* Russel-Hipwell Engines Ltd, \*construction of tugs. *Winnipeg & Vivian Man:* Henry E Gibson & Co Ltd, construction of bldgs. *Saskatoon Sask:* Pigott Construction Ltd, extension to maintenance garage. *Williams Lake B C:* Dawson, Wade & Co Ltd, airport development.

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## Recent Regulations

(Continued from page 554)

anhydrous ammonia delivery must also meet the requirements of the Highway Traffic Board.

Requirements for bulk storage and distribution plants are also set out. Before construction or installation is commenced the plans for these plants have to be approved by the Department. Anhydrous ammonia storage tanks may not be buried underground but must be installed in the open at a distance of at least 50 feet from adjoining property. No tank may be located closer than 400 feet to any school, church, hospital, or other place of public assembly.

Every tank or container must be inspected by a departmental inspector before being sold, leased or put to use in the province. A "Sale and Installation Report" must also be forwarded to the Department within 30 days after a vessel is sold, leased or installed.

Repairs by welding to a tank or its fittings may be done only with the approval of an inspector. If consent is given, the welding must be done by a person holding a pressure welder's authorization signed by the chief inspector.

Any anhydrous ammonia pressure vessel or container which does not meet requirements or which is not being used in a safe manner will be sealed by an inspector or other authorized officer.

The regulations also provide that operations pertaining to the unloading of railway tank cars are to be performed in accordance with the rules and requirements of the Board of Transport Commissioners.

## Saskatchewan Theatres and Cinematographs Act

Regulations under the Saskatchewan Theatres and Cinematographs Act respecting licensing of projectionists were amended by O.C. 490/56, gazetted March 9, to allow experienced persons who have not served an apprenticeship to qualify for a third-class certificate.

The regulations approved by O.C. 924/54 (L.G. 1954, p. 862) provided for four classes of projectionists' licences, first, second, third-class and apprentice. A third-class licence enables the holder to operate projection equipment in towns, villages and hamlets using incandescent lighting. To be eligible for examination for a third-class projectionist's certificate, an applicant had to serve an apprenticeship of six months under a licensed operator. Now, a person who has served sufficient time to enable him to pass a written and practical examination to the satisfaction of an inspector is eligible, as well as the applicant who has served the required term of apprenticeship.

# Wages, Hours and Working Conditions

## Salaries and Hours of Labour in Municipal Government Service

Police constables, firefighters and labourers gained salary increases in several Canadian municipalities in 1955. In a few centres, hours of work per week were cut. Labourers' wage boosts averaged 5 cents

Salaries of police constables, firefighters and labourers were increased during 1955 in several municipalities across the country. The standard hours of work per week were reduced in a few centres.

This information is based on returns from 76 municipalities covered by the annual survey of wage rates conducted by the Economics and Research Branch of the Department of Labour.

The accompanying table shows the maximum basic salaries\* of first class police constables and firefighters, hourly wage rates for works department labourers, and standard hours of work per week for each of these three groups of workers. The data apply to the pay period preceding October 1, 1954 and 1955. Comparable data for the years 1953 and 1952 appeared in the July 1954 issue of the *LABOUR GAZETTE* (p. 1035).

The salaries of both police constables and firefighters were highest in Vancouver, New Westminster and Toronto. Salaries for police constables were generally com-

parable with those of firefighters. Both groups received the same rate of pay in several cities in the Maritimes and Quebec, while in some centres of Ontario and the Prairies, police constables' salaries were slightly higher than those of firefighters.

Hourly wage rates shown for labourers are those paid to workers in that category in the works department of the municipality, although labourers in other civic departments were often paid at the same rates. In some cases where ranges of rates are given, the lower figure represents the starting wage rate and the higher one the maximum rate paid to labourers, generally to those engaged in more strenuous work or to those who have received a long-service bonus.

Police constables and firefighters received salaries increases of comparable size during 1955. Out of 69 cities reporting firefighters' salaries, 44 showed yearly increases in 1955, ranging from \$44 to \$494 and averaging \$159 per year. In the case of police constables, 37 of a total of 71 cities reported salary increases in 1955; these increases varied from \$60 to \$468 and averaged \$184 per year.

Labourers' wage rates for 1955 ranged from a low of \$0.70 in Charlottetown, to a high of \$1.63 in Vancouver. Increases during 1955 averaged 5 cents per hour in 40 of the 73 reporting centres.

See Table overleaf ►

### Report of Conciliation Board

*(Continued from page 546)*

For this reason, it would seem that the employees would have a just claim to some retroactivity in any settlement, and I hereby recommend that the terms of the

settlement be made retroactive to the commencement of navigation in 1955.

The whole respectfully submitted.

(Sgd.) LOUIS DANIELS,  
Member.



# SALARIES AND HOURS OF LABOUR IN MUNICIPAL GOVERNMENT SERVICE, OCTOBER 1954 AND 1955

Municipality	Police Constable				Firefighter				Labourer (?)			
	Maximum Basic Salary per Year		Standard Hours per Week		Maximum Basic Salary per Year		Standard Hours per Week (?)		Wage Rate per Hour		Standard Hours per Week	
	1954	1955	1954	1955	1954	1955	1954	1955	1954	1955	1954	1955
Newfoundland—												
Bell Island												
Corner Brook East												
St. John's	3,000	3,000	48	48			84	84	.85	.85	48	48
Charlotteown									1.20	1.20	48	48
Prince Edward Island—									1.00	1.00	44	44
Charlottetown	2,400	2,400	48	48								
Nova Scotia—												
Glace Bay	3,035	3,035	48	48								
Halifax	3,180	3,180	50	44½								
Sydney	2,940	3,060	48	43			72	63	1.17 & 1.27	1.17 & 1.27	44	44
New Brunswick—									1.14	1.24½	48	44
Fredericton	2,980	2,980	48	48								
Moncton	3,036	3,249	40	40			68	56	.92 & 1.01	.97 & 1.06	44	44
Saint John	3,020	3,020	40	40			56	56	1.18	1.18	40	40
Quebec—									1.19½	1.19½	40	40
Cap-de-Madeleine (?)												
Drummondville (?)												
Hull	2,756	2,756	56	56			56	56	.80	.85	48	48
Joliette	3,224	3,484	56	56			56	56	.95 & 1.00	1.00 & 1.05	48	48
Lachine	3,000	3,000	48	48			72	72	1.00	1.05	48	47
Magog	3,320	3,320	48	48			72	60	1.08	1.08	48	48
Montreal	2,889	3,320	60	60			63	60	1.15	1.27	44	44
Quebec	3,502	3,673	48	48					.96 & .98	.96 & .98	48	48
St. Hyacinthe (?)	2,964	2,964	48	48			60	60	1.12-1.32	1.12-1.32	44	44
St. Jean	3,119	3,119	55	55			72	72	1.05	1.05	45	45
St. Jerome	3,120	3,120	60	60			55	55	.93	.93	48	48
Shawinigan Falls (?)	2,964	2,964	48	48					1.01	1.01	54	54
Sherbrooke	3,141	3,141	48	48			60	60	1.00	1.00	44	44
Sorel (?)	2,756	3,297	48	48			72	72	1.20	1.25	44	44
Trois Rivières (?)	2,756	2,756	48	48			48	48	1.06	1.06	48	48
Verdun	3,224	3,224	56	56			56	56	.95	.95	43	40
Westmount	3,502	3,673	48	48			60	60	.88½	.88½	48	48
Ontario—									1.10	1.10	44	44
Belleville	3,230	3,475	48	48			56	56				
Brantford	3,500	3,500	48	48			56	56	95-1.23	90-1.23	44	44
Brockville	3,200	3,367	48	48			56	56	1.31 1.36	1.37-1.48½	42	40
Chatham	3,560	3,110	44	44			56	56	1.04	1.06	45	45
Cornwall	3,560	3,545	48	48			56	56	1.25	1.27	40	40
Fort William	3,560	3,350	48	48			56	56	1.00	1.10	44	44
Westmount	3,500	3,600	44	44			48	48	1.24 & 1.28½	1.30 & 1.34½	40	40

Galt.....	3,375	3,700	48	3,300	3,375	56	56	1.14 & 1.15	1.15	50	45
Guelph.....	3,665	3,665	48	3,400	3,475	56	56	1.14 & 1.15	1.24	44	44
Hamilton.....	3,822	3,822	40	3,588	3,588	40	40	1.01 & 1.08	1.33	40	40
Kingston.....	3,390	3,600	44	3,350	3,588	56	56	1.01 & 1.06	1.08	44	44
Kirkland Lake.....	3,324	3,456	48	3,201	3,201	56	56	1.01 & 1.06	1.06	48	48
Kitchener.....	3,800	3,800	44	3,690	3,780	56	56	1.21	1.29	44	44
London.....	3,650	3,650	44	3,551	3,601	56	56	1.45 & 1.46	1.32	42	42
Niagara Falls.....	3,600	3,700	48	3,600	3,700	56	56	1.34	1.47 & 1.48	40	40
North Bay.....	3,625	3,725	44	3,568	3,568	56	56	1.39 & 1.45	1.36	40	40
Oshawa.....	3,625	3,725	44	3,625	3,725	56	56	1.10 & 1.12	1.16 & 1.18	44	44
Ottawa.....	3,630	3,705	40	3,500	3,500	56	56	1.01	1.10	47	47
Owen Sound.....	3,300	3,300	48	3,250	3,250	56	56	1.30 & 1.35	1.34 & 1.40	45	42
Peterborough.....	3,450	3,650	44	3,600	3,650	56	56	1.18	1.18	48	48
Port Arthur.....	3,660	3,660	40	3,414	3,558	48	48	1.30	1.30	40	40
St. Catharines.....	3,500	3,750	44	3,600	3,700	56	56	1.30	1.38	40	40
St. Thomas.....	3,310	3,310	44	3,265	3,422	56	56	1.40 & 1.41	1.47	47	47
Sarnia.....	3,650	3,650	44	3,480	3,660	56	56	1.43	1.48	47	47
Sault Ste. Marie.....	3,780	3,780	44	3,784	3,904	56	56	1.23	1.24	40	40
Stratford.....	3,425	3,425	44	3,350	3,350	56	56	1.28	1.41	44	44
Sudbury.....	3,617	3,797	44	3,680	3,680	56	56	1.12 & 1.20	1.17 & 1.25	44	44
Timmins.....	3,330	3,545	48	3,254	3,419	56	56	1.44	1.49	40	40
Toronto.....	3,900	4,000	40	3,932	4,071	56	56	1.55	1.55	40	40
Welland.....	3,500	3,600	44	3,400	3,500	56	56	1.15 & 1.20	1.25	44	44
Windsor.....	3,750	3,750	40	3,750	3,750	56	56	1.15 & 1.20	1.25	44	44
Woodstock.....	3,200	3,400	48	2,950	3,200	56	56	1.15 & 1.20	1.25	44	44
Manitoba—											
Brandon.....	2,880	2,940	48	2,760	2,976	56	56	1.06	.97	44	44
St. Boniface.....	3,321	3,321	44	3,321	3,441	48	48	1.00 & 1.24	1.00 & 1.24	40	40
Winnipeg.....	3,480	3,696	40	3,480	3,564	44	44	1.12 & 1.27	1.12 & 1.29	40	40
Saskatchewan—											
Moose Jaw.....	3,156	3,252	40	3,156	3,276	56	56	1.17	1.17	40	40
Prince Albert.....	3,120	3,120	44	3,096	3,096	56	56	1.13	1.13	40	40
Regina.....	3,684	3,684	40	3,378	3,685	48	48	1.18 & 1.28	1.18 & 1.28	40	40
Saskatoon.....	3,360	3,540	40	3,194	3,514	48	48	1.13	1.30	40	40
Alberta—											
Calgary.....	3,612	3,756	40	3,612	3,756	40	40	1.33	1.45	40	40
Edmonton.....	3,628	3,785	40	3,616	3,745	48	48	1.30	1.30	40	40
Lethbridge.....	3,300	3,720	40	3,300	3,420	48	48	1.08	1.25	40	40
Medicine Hat.....	3,480	3,540	42	3,060	3,195	48	48	1.16	1.26	40	40
British Columbia—											
Nanaimo.....	3,096	3,096	44	3,600	3,726	48	48	1.41	1.46	40	40
Nelson.....	3,856	4,026	40	3,198	3,198	48	48	1.44	1.44	40	40
New Westminster.....	3,856	4,026	40	3,966	4,116	48	48	1.49	1.57	40	40
Prince Rupert.....	3,948	4,026	40	3,948	4,120	48	48	1.57	1.61	40	40
Trail.....	3,948	4,128	40	3,948	4,128	48	48	1.40	1.42	44	42
Vancouver.....	3,948	4,128	40	4,068	4,128	48	48	1.49	1.62	40	40
Victoria.....	3,691	3,875	40	3,888	3,888	48	48	1.36 & 1.40	1.36 & 1.40	40	40

(1) Firefighters in most centres in Eastern Canada operate on the "two platoon" system. In a typical fire department, shifts of 10 hours by day and 14 by night are arranged over six-week cycles in such a manner as to average 56 hours. Under this system, all work weeks are not of uniform length, but vary between 40 hours and 80 hours. In the western provinces, where the "three platoon" system is used, the 48-hour week is more common.

(2) Labourers in Works Department only.

(3) Both Police and Firefighting duties combined.

# Strikes and Lockouts

## Canada, March 1956\*

Little time was lost in March in work stoppages arising out of industrial disputes; the total was the lowest recorded since March 1955.

In March 1956 there were 22 strikes and lockouts in existence, involving 3,243 workers, with a time loss of 16,875 man-working days, compared with 22 strikes and lockouts in February 1956, with 20,144 workers involved and a loss of 234,795 days. In March 1955, there were 13 strikes and lockouts, 2,297 workers involved and a loss of 15,752 days.

For the first three months of 1956 preliminary figures show a total of 37 strikes and lockouts, with 23,543 workers involved and a loss of 590,010 days. In the same period in 1955 there were 30 strikes and lockouts, 14,303 workers involved and a loss of 255,406 days.

Based on the number of non-agricultural paid workers in Canada, the time lost in March 1955 and 1956 was 0.02 per cent of the estimated working time; February 1956, 0.27 per cent; the first three months of 1956, 0.22 per cent; and the first three months of 1955, 0.10 per cent.

The issue of increased wages was a factor in 13 of the 22 disputes in existence during March. Of the other stoppages, six arose over dismissals, suspensions and employment of particular persons; one over reduced earnings; one over a union question; and one was a jurisdictional dispute.

Of the 22 strikes and lockouts in existence during March, two were settled in favour of the workers, three in favour of the employers, three were compromise settlements and seven were indefinite in result, work being resumed pending final settlement. At the end of the month seven disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing

factory workers at Montreal, Que., on February 23, 1954; lumber mill workers at Saint John, N.B., on May 26, 1955; and newspaper printing plant workers at Montreal, Que., on April 20, 1955.)

## Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in January 1956 was 178 and six were still in progress from the previous month, making a total of 184 during the month. In all stoppages of work in progress, 27,000 workers were involved and a time loss of 84,000 days caused.

Of the 178 disputes leading to stoppages of work that began in January, 14, directly involving 3,100 workers, arose over demands for advances in wages, and 68, directly involving 9,200 workers, over other wage questions; four, directly involving 300 workers, over questions as to working hours; 18, directly involving 3,000 workers, over questions respecting the employment of particular classes or persons; 69, directly involving 6,600 workers, over other questions respecting working arrangements; two, directly involving 1,000 workers, over questions of trade union principle; and three, directly involving 2,200 workers, were in support of workers involved in other disputes.

### United States

Preliminary figures for February 1956 show 250 work stoppages resulting from labour-management disputes beginning in the month, involving 70,000 workers. The time loss for all work stoppages in progress during the month was 2,200,000 man-days. Corresponding figures for January 1956 were 250 stoppages involving 85,000 workers and a loss of 2,000,000 days.

\*See Tables G-1 and G-2 at back of book.



# Prices and the Cost of Living\*

## Consumer Price Index, April 1, 1956

Canada's consumer price index (1949=100) registered a slight gain between the beginning of March and April 1956, moving from 116.4 to 116.6. A year ago it stood at 116.1.

Current increases in the food, shelter and other commodities and services indexes were more than sufficient to offset a decrease in the household operation index. The clothing index was unchanged.

A rise in the food index from 109.1 to 109.7 followed a series of moderate declines, unbroken since September 1955. A substantial increase in the price of potatoes, together with higher prices for other fresh vegetables, fruits, eggs, coffee and cheese, more than outweighed further decreases for all beef and pork cuts and margarine.

The shelter index advanced from 131.6 to 131.9 as a result of increases in both the home-ownership and rent components.

The clothing index remained unchanged at 108.7 between March and April 1956, as slight increases affecting footwear, men's topcoats and hats were counterbalanced by scattered decreases for women's spring coats, hosiery and boys' cotton sport shirts.

The household operation index declined slightly from 116.8 to 116.6. Decreases in most appliance prices and some household supplies more than offset increases for some items of furniture, floor coverings and lawnmowers.

The other commodities and services index rose from 119.9 to 120.1 as higher prices were reported for automobile licences, doctors' and dentists' fees. Prices for radors and some magazines were lower.

Group indexes one year earlier (April 1, 1955) were: food 111.0, shelter 128.7, clothing 107.9, household operation 116.9, and other commodities and services 118.2.

## City Consumer Price Indexes, March 1956

Consumer price indexes (1949=100) increased slightly in six of ten regional cities between February 1 and March 1, 1956, two were unchanged while two showed minor decreases. Changes did not exceed 0.3 per cent.

Food indexes were lower in seven cities, unchanged in one, and up fractionally in two. Decreases ranged up to 0.7 per cent in Toronto while the two increases, in St. John's and Winnipeg, were only 0.1 per cent. Meat prices continued to move

to lower levels: further price declines for all cuts of beef occurred in most cities, while prices for most other meat items decreased during the month. Prices were somewhat lower for a number of fresh and canned fruits. Higher prices were reported for eggs, margarine, coffee and some fresh vegetables.

The shelter index was unchanged in six cities and showed only small upward movements in the other four cities. Clothing indexes were higher in eight of the ten regional cities and unchanged in two. Household operation indexes were up in five cities, unchanged in four and down slightly in the other regional city. The other commodities and services index was up in all but one of the ten cities, as higher prices were general for new passenger cars on March 1, compared with last fall's prices. Increases for auto repairs, tires and rates for hospital care also contributed to the change in this group index.

Regional consumer price index point changes between February 1 and March 1 were as follows: Saint John +0.3 to 117.4; Winnipeg +0.3 to 116.8; Halifax +0.2 to 114.3; Edmonton-Calgary +0.2 to 114.3; St. John's +0.1 to 105.0\*; Vancouver +0.1 to 118.6; Montreal -0.3 to 116.7; Toronto -0.1 to 118.2. Ottawa and Saskatoon-Regina remained unchanged at 117.3 and 114.7 respectively.

## Wholesale Prices, March 1956

The general wholesale price index (1935-39=100) advanced 0.5 per cent, from 222.2 to 223.3, between February and March. Six of the eight major component groups advanced, one receded slightly and one remained unchanged.

Non-ferrous metals and their products registered the largest gain, the group index moving up 1.8 per cent to 207.3 mainly because of a substantial increase in copper and its products. Vegetable products rose 1.0 per cent to 195.2. Iron and its products and non-metallic minerals and their products each advanced 0.6 per cent, to 232.4 and 180.0 respectively. Chemicals and allied products rose 0.5 per cent to 179.5 and animals' products showed a slight gain of 0.1 per cent to 217.7.

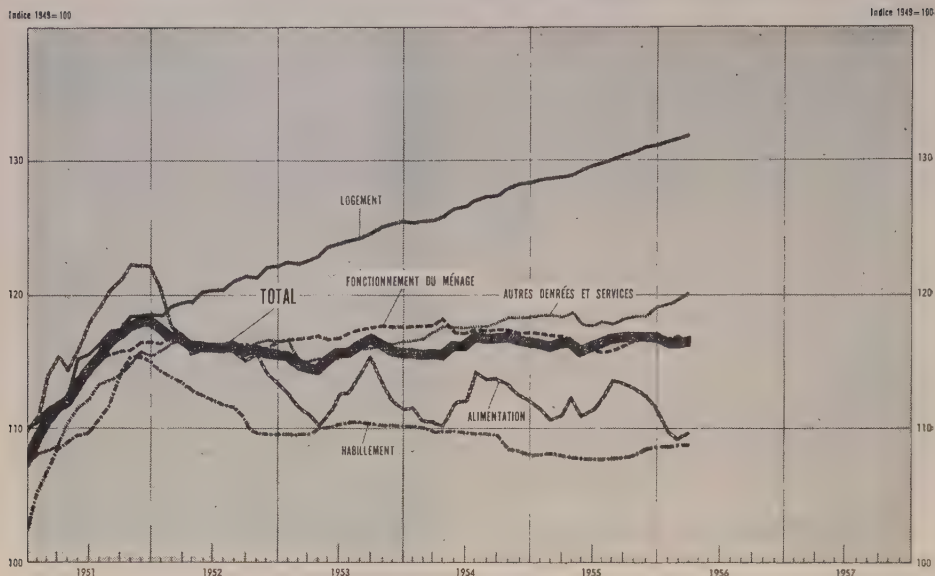
Wood, wood products and paper declined 0.1 per cent to 305.6.

Fibres, textiles and textile products remained unchanged at 228.9.

\*See Tables F-1 and F-2 at back of book.

\*On base June 1951=100.

# CONSUMER PRICE INDEX FROM JANUARY 1951



**Canadian farm product prices** at terminal markets advanced slightly between February and March; the index rose 0.8 per cent from 195.9 to 197.5. The field products group index climbed 2.8 per cent while animal products declined 0.5 per cent, from 232.3 to 231.1.

**Residential building material prices** also rose; the index was 0.8 per cent higher in March, rising from 289.6 to 291.8. Scattered price increases occurred in lumber, brick, electrical wiring, rough hardware and certain bathroom fixtures.

**The non-residential building materials** index (1949=100) rose 0.7 per cent between February and March, from 126.9 to 127.8.

## U.S. Consumer Price Index, March 1956

The United States consumer price index (1947-49=100) rose one-tenth of a point between mid-February and mid-March, from 114.6 to 114.7. In March 1955 the index was 114.3.

During the month, retail food prices rose 0.2 per cent after a five-month decline but meat, poultry and fish prices were still almost 10 per cent lower than a year earlier. Price advances for fresh vegetables led the recent upturn.

## U.K. Index of Retail Prices, January 1956

The United Kingdom index of retail prices (Jan. 1952=100), compiled by the Ministry of Labour, declined from 116.2 to 115.8 between mid-December and mid-January.

A DBS survey of family expenditure, based on records furnished by 969 families in Halifax, Montreal, Toronto, Winnipeg and Vancouver, shows that the families—consisting of from two to six persons—in 1953 spent an average of \$1,400 per person.

The average dollar spent was broken down like this: food 27.3 cents; housing, fuel, light and water 15.6 cents; household expenses 3.6 cents; household furnishing and equipment 6.2 cents; clothing 9.5

cents; medical care 4.3 cents; personal care 1.9 cents; recreation 3.6 cents; reading and education 1.1 cents; tobacco and alcohol 3.5 cents; gifts and contributions 2.3 cents; personal taxes 5.8 cents; security payments (life insurance, pension contributions) 4.2 cents; car, purchase and operation 7.8 cents; other transportation 2.2 cents; and miscellaneous 1.1 cents.

# Articles on Automation Selected from Periodicals in Labour Department Library

Persons wishing to consult the articles on automation listed below are advised to refer to their local libraries or to obtain the periodical from the publisher.

## List No. 93

Adjustments to automation in two firms. (In *Monthly Labour Review*, Jan. 1956, p. 15-19.)

One firm was a large manufacturer of radio and television sets, the other the home office of a large insurance company.

Aspects techniques de l'automation, by Roger Chartier. (In *Relations Industrielles*, Dec. 1955, p. 44-56.)

Bibliographical notes.

Points covered include definition, integration, feedback, electronic computing.

Automation—a growing problem. (In *The International Chemical Worker*, Feb. 1956, p. 7.)

Part I of a two-part discussion.

Automation has been operating in the chemical industry since World War II. From 1947-1952 there has been a phenomenal expansion in production. There will be an increase in size of the non-production work force in relation to the production workers.

The automation problem. (In *The International Chemical Worker*, March 1956, p. 7.)

Part II of a discussion on automation.

The effect of automation on wages, employment, and retraining of workers.

Automatic factories are key to next technical advance, by J. J. Brown. (In *Canadian Business*, Oct. 1955, p. 26-29.)

Many companies are studying the possibilities of automatic production, e.g. automobile, chemical and petroleum industries. Automation is the self-control of machines or operations.

Automation. (In *Brotherhood of Maintenance of Way Employees Journal*, Dec. 1955, p. 4-6.)

Quotes various individual opinions. If displaced workers survive they will be absorbed. Low-cost production brings the problem of consumption. Full employment is the solution.

Automation. (In *Economic Intelligence*, No. 88, Nov. 1955, p. 1-2.)

Prof. Norbert Wiener thinks automation will create an unemployment situation. Others are not so apprehensive. Reuther recommends adjusting to the new technology.

Automation. (In *Trade Union Information*, No. 5, Nov.-Dec. 1955, p. 14-17.)

Discusses "Detroit automation"; Feedback control, electronic computers, the role of the unions in the question of full employment.

Automation: a new dimension to old problems, by G. B. Baldwin and G. P. Schultz. (In *Monthly Labour Review*, Feb. 1955, p. 165-169.)

Partial contents:—Areas of industrial relations affected, abilities required of the labour force, job classifications and seniority, and the problem of displacement.

Automation—Advances in automatic production, by Robert T. Collins. (In *Advanced Management*, May 1955, p. 26-30.)

Automation as applied in various industries cuts costs, saves labour, improves quality and increases output.

Automation and British labour, by John Walton. (In *Labour and Industry in Britain*, Sept. 1955, p. 137-139.)

British trade unions are studying the implications of automation. It is the job of unions to see that the worker benefits from change in industry and that displaced workers are absorbed by retraining.

Automation and employment. (In *The Electron*, Feb. 1956, p. 38-44.)

Automation will probably be considered the industrial revolution of the 20th century. If intelligently anticipated plans can be made now to control its effects on society.

Automation and higher living standards, by Sir Walter Puckey. (In *Labour and Industry in Britain*, Dec. 1955, p. 171-176.)

Automation and labour relations, by C. E. Dankert. (In *Personnel Journal*, Dec. 1955, p. 263-265.)



Realistic look toward some of the developments such as shorter work-week, more shift work, that may be expected as automation progresses.

Automation, by Helen E. Loftus. (In *Special Libraries*, March 1955, p. 127-128.)

Bibliography on automation, p. 128.

Defines automation and indicates how automation might be used in library work.

Automation can be expected to displace many office workers, Coughlin testifies; goes to Hill for hearing. (In *White Collar*, Nov. 1955, p. 1.)

Automation...facts every worker needs to know, by Research Associates. (In *UE News* (Canadian), Feb. 3, 1956, p. 2-3).

Automation hits treasury plate printers. (AFL News-Reporter, Nov. 4, 1955, p. 1.)

Automation—how will it affect offices? (In *Office Equipment and Methods*, Jan. 1956, p. 16-17.)

Office conditions will change bringing reduction in clerical staff. There will be fewer lower-rated jobs and more higher-skilled jobs, resulting in a reduction in total salaries which would pay for the equipment.

Automation in industry. (In *The Foreman's Letter*, Dec. 22, 1955, p. 1.)

Automation in the office. (In *Topics*, Dec. 1955, p. 12.)

First in a series of articles.

Automation—integrated data processing. (In *Office Equipment and Methods*, Jan. 1956, p. 12-13; 38, 40.)

The names by which clerical information can be copied.

Automation: is it blessing or curse for radio, TV? (In *The CIO News*, NABET ed., Oct. 1955, p. 1- )

Automation—it starts with work simplification. (In *Office Equipment and Methods*, Jan. 1956, p. 10-11.)

Automation, magic and menace. (In *U.A.W.-A.F.L. Auto Worker*, March 1956, p. 4-6.)

The article surveys prospects and problems from the point of view of those likely to be affected. Summarizes the arguments for and against.

Automation moves into Canadian railway offices. (In *The Railway Clerk*, Jan. 15, 1956, p. 13.)

"Automation"; news behind the noise. By Herbert Solow. (In *Fortune*, April 1956, p. 150-155, 160, 164+ )

Gives various definitions many arising from the numerous conferences on automation. Discusses automation as it affects the automotive industry, the electronics industry and various other industries, also computers. On page 170 there is a short account of mechanization progress in Russia.

Automation: promise and problems, by Walter P. Reuther. (In *International Free Trade Union News*, March 1956, p. 3-4.)

Excerpts from Reuther's testimony before the Subcommittee on Economic Stabilization of the Joint Congressional Committee on the Economic Report.

Automation safeguards proposed; CIO urges 30-hour week, more purchasing power as "cushions" to meet the effects of automation. (In *International Woodworker*, Nov. 9, 1955, p. 15.)

Automation: some human problems. By W. E. Vannah. (In *Personnel*, Sept. 1955, p. 100-106.)

Bibliography: p. 106.

Partial contents:—Present applications, labour opinion, some case histories, automation in the office, effects on collective-bargaining contracts.

Automation—some social aspects, by H. de Bivort. (In *The International Labour Review*, Dec. 1955, p. 467-495.)

Discusses the problems raised by automation in the light of the experience of countries in which it has begun to develop.

Automation—the new technology, by John Diebold. (In *Harvard Business Review*, Nov.-Dec. 1953, p. 63-71.)

Automation will make possible new, more comprehensive and more economical services. Includes paragraphs on the businessman's viewpoint and applications to industry.

Automation to usher in New Day. (In *B.C. Lumber Worker*, Nov. 1955, p. 13-14, 2nd issue.)

Automation: what it is and what it is not, by James E. Myers. (In *Special Libraries*, Sept. 1955, p. 308-313.)

Partial contents:—Definition, the electronic computer, job redistribution.

Automation—What's it all about? By William B. Forbes. (In *Office Equipment and Methods*, Jan. 1956, p. 8-9; 43-44.)

Summarizes the limitations of electric computers and emphasizes that human minds decide the questions, facts and instructions given to machines.

Automation—will it cause unemployment? (In *Office Equipment and Methods*, Jan. 1956, p. 14-15.)

Specialists will be on the increase. Much of the unemployment will be "hidden". There will be more displacement in the office than in the factory.

BENDINER, ROBERT. The age of the thinking robot, and what it will mean to us. Detroit, UAW-CIO Education Dept., 8000 E. Jefferson Ave., 1955. 7 p.

Reprinted from *The Reporter*, April 7, 1955.

Discusses the advantages of automation and the effect of automation on the unemployment outlook. There will be greater need for higher skills.

Britain goes all out for automation. (In *The Butcher Workman*, Nov. 1955, p. 16-17.)

Great Britain is rapidly coming to the front in automation. There will be a development in the educational system for the demand for scientists, engineers and other skilled men will increase.

British trade unions welcome automation, with some reservations. (In *Information*, United Steelworkers of America, Sept.-Oct. 1955, p. 7-8.)

British unions believe the result will be higher wages, better working conditions and more leisure. Full employment is essential.

British workers face automation. (In *The Carpenter*, Dec. 1955, p. 10-12.)

Discusses the effect of automation on various industries. Education and training of the labour force will develop especially in science and engineering. Fear of unemployment is over-rated.

Can we survive technology? By J. Von Neumann. (In *Fortune*, June 1955, p. 106+ .)

Includes a section:—"Alchemy" and automation, the usual improvements within an organization. Also mentioned are improvements in transportation and the possibility of controlling climate, including rain making.

CAREY on automation: business must share social work. (In *The IUE-CIO News*, Nov. 7, 1955, p. 9.)

The challenge of automation. (In *Lithographers' Journal*, Nov. 1955, p. 13- .)

Paper delivered by J. Conway at a recent National Conference on Automation, considers chiefly the effect on the automotive industries and mentions the difficulty of the older workers. We should concentrate on the use of automation for the good of all.

The challenge of automation, by J. R. Shapiro. (In *Canadian Unionist*, Jan.-Feb. 1955, p. 9.)

First of a series of radio addresses.

CIO gives congressional committee plan for cushioning effects of automation. (In *The Brewery Worker*, Nov. 1955, p. 13.)

Congress delves into automation. (In *Business Week*, Oct. 22, 1955, p. 30-31.)

The U.S. government considers what it should do to prepare for automation.

A critical appraisal—a government that no longer leads, by James A. Campbell. (In *The Government Standard*, Dec. 23, 1955, p. 1.)

The drive for efficiency through automation brings a fundamental question to the fore—what's the answer? By George L. Greengrass. (In *Railway Carmen's Journal*, Nov. 1955, p. 10-12.)

Automation as it affects the railway industry has already caused unemployment. Retraining programs could establish job diversification. Skilled labour is in demand.

The education department reports, automation is viewed by Rochester Joint Board. (In *The Advance*, March 15, 1956, p. 9.)

A digest of Ted Silvey's remarks before the Rochester Joint Board covering development of machinery, technology, industrial revolution and automation, and the role the labour movement has played in these developments.

Electrical workers beat automation. (In *The Electrical Workers' Journal*, Feb. 1956, p. 18-19; 61-62.)

What local unions in the electrical industry are doing to meet the problems of automation.

Electronics goes modern, by E. L. Van Deusen. (In *Fortune*, June 1955, p. 132+ .)

Electronics, key to automation of many other industries, is itself becoming mechanized.

Facing up to automation, by Walter Reuther. (In *The Canadian Unionist*, Sept, 1955, p. 325-326.)

Automation gives promise of improved living conditions and increased leisure. Science and technology are giving us the tools for economic abundance.

First national conference of white-collar workers discusses office automation. (In *The Canadian Unionist*, Oct. 1955, p. 426.)

For small business as well as large there are many opportunities in automation, by Carroll W. Boyce. (In *The Monitor*, Oct.-Nov. 1955, p. 14-17; 34.)

Hardships in automation seen; sub-committee has recommendation after investigation. (In *Trainmen News*, Dec. 19, 1955, p. 2.)

How automation hits a plant, by M. Richmond. (In *Factory Management & Maintenance*, Nov. 1955, p. 138-140.)

Automation as used in Emerson Radio & Phonograph Corporation.

How much automation for your plant? By Annesta R. Gardner. (In *Dun's Review and Modern Industry*, Feb. 1954, p. 62-68.)

The automated plant is here now in industries using mechanized automatic handling, e.g. Ford Motor Company.

How to evaluate automation, by James R. Bright. (In *Harvard Business Review*, July-Aug. 1955, p. 101-111.)

It still takes managerial thought and skill to achieve the economic and socially desirable level of mechanization.

The impact of automation and the workers, by T. F. Silvey. (In *Free Labour World*, Oct. 1955, p. 24-29.)

Implications of automation, by Walter S. Buckingham, Jr. (In *Monthly Labor Review*, May 1955, p. 519-523.)

Partial contents:—Industrial and economic implications, Potential uses, Effect on industrial operations, Effect on the labour force.

Kennedy on automation: protection for all "Rails" urged. (In *Trainman News*, Oct. 31, 1955, p. 1; 3.)

Labor can handle automation, by Carl Huhndorff. (In *Machinists Monthly Journal*, April 1955, p. 119-123.)

Automation is not really new. There will be an orderly transition from mass production as we know it. The human

element is still necessary. The article gives a description of the way automation works.

Merged labor sure to hunt 32-hour week; automation's answer. (In *The Guardian*, Oct. 26, 1955, p. 3.)

Newspaper makes survey—automation in the Federal Service. (In *The Government Standard*, Feb. 24, 1956, p. 3.)

Reprinted from the *Wall Street Journal*, Feb 17, 1956.

There will be a reduction in paper work. The Government is increasing its use of electronic devices.

Office automation; what's happening in CNR accounting? (In *Canadian National Magazine*, Jan. 1955, p. 4-5.)

A question and answer interview. Brings out many pertinent points.

Personnel executives differ with Bell system on automation effects, so does the U.S. Congress—and CWA. (In *The CWA News*, Jan. 1956, p. 7.)

Planning for automation: one company's experience, by Del S. Harder. (In *Automation*, v. 1, p. 46. Abstracted in *Management Review*, May 1955, p. 310-311.)

Automation as applied in the Ford Motor Company.

The promise of automation, America's next twenty years, Part II, by Peter F. Drucker. (In *Harper's Magazine*, April 1955, p. 41-47.)

Automation's most important impact will not be on unemployment but on the qualifications and functions of employees.

"Push-button" factories could mean fewer accidents. (In *The Garment Worker*, Jan. 1956, p. 19.)

Reuther urges shorter hours as automation age "cushion". (In *The CIO News*, Oct. 24, 1955, p. 6-7.)

Preparation demanded for shorter shifts.

A review of automatic technology, by E. Weinberg. (In *Monthly Labour Review*, June 1955, p. 637-644.)

Bibliographical foot-notes.

Partial contents:—Background, recent developments, outlook.

Roy, Ross. The challenge of automation. Detroit, Ross Roy Inc., 2751 E. Jefferson Ave., 1955. 5 leaves.

Also appears in *Special Libraries*, Sept. 1955, p. 315-316.)



Text of speech delivered in Detroit, June 13, 1955, to the Special Libraries Association.

Increased production presupposes increased sales and production. Management must co-ordinate all three. Special librarians have the opportunity of contributing to the increased productivity of the company they work for.

Shorter hours to meet automation urged by labor. (In *The Elevator Constructor*, Dec. 1955, p. 4.)

Snags in automation outlined—Keenan, Beirne stress need for cooperation. (In *AFL-CIO News*, Feb. 4, 1956, p. 2.)

Some problems of automation. (In *Scope*, Sept. 1955, p. 44-51.)

Automation calls for higher technicians. Its effects will not be widespread and changes will come gradually. Other points considered are consumer benefits, working advantages, management's task.

Statement of James P. Mitchell, U.S. Secretary of Labor on automation and technological change before the Subcommittee on Economic Stabilization of the Joint Committee on the Economic Report, Oct. 24, 1955. (In *News from the U.S. Dept. of Labor*, Oct. 25, 1955.) 9 p.

Mr. Mitchell defines automation. Its application will mean no overwhelming problems of readjustment. The effect will reduce routine repetitious jobs and all workers will move to levels of higher attainment. The U.S. Dept. of Labor is studying the development of the skills of the working force and government responsibility for a smooth transition is recognized.

Technological change on the railroads—what it means—studies show impact of automation in industry. (In *Sheet Metal Workers' Journal*, Dec. 1955, p. 18.)

Technological changes of automation have affected railroad workers tremendously since 1947. (In *The United Rubber Worker*, Dec. 1955, p. 13.)

The technology of automation, by Hon. Harrison A. Williams, Jr. (In *Congressional Record*, Proceedings and Debates of the 84th Congress, 1st sess., whole issue, p. 1-7.)

There is no need to fear automation, by J. J. Brown. (In *Canadian Business*, Oct. 1955, p. 30-34.)

Changeover will be gradual and there will be time for displaced workers to be absorbed and the expanding economy will also help. There will be a gradual upgrading of the quality of labour.

Towards the automatic factory. London, PEP (Political and Economic Planning) 1955. (In *Planning*, June 13, 1955, p. 65-84.)

Partial contents:—Operation and control, prospects for the future, problems, implications.

Union leaders detail automation's impact on their industries before Congressmen. (In *The United Rubber Worker*, Dec. 1955, p. 7.)

Unionism—answer to automation, by O. Wm. Blaier. (In *The Carpenter*, Feb. 1955, p. 5-8; Nov. 1955, p. 10-12.)

Labour must share in the benefits of automation and American workers will be more than ever dependent on their unions.

What automation means, by F. G. Woolard. (In *Personnel Management & Industrial Equipment*.

1. Sept. 1955, p. 144—

Factory personnel of the future.

2. Oct. 1955, p. 228—

How the robot factory will affect people's jobs.

3. Nov. 1955, p. 288—

New machines for better living.)

Address to the Margate Conference on the automatic factory. Automation will ultimately mean improvement in living standards. Management and government must face the problem of displacement. Strikes must be avoided at all costs. Automation can apply only to certain types of production. It is a device to make work easier and better.

What automation means to America, by C. W. Boyce. (In *Factory Management and Maintenance*, Sept. 1955, p. 84-90.)

Partial contents:—Threats to automation. "Preserving" jobs. Labour supply. Shorter hours. Labour demand. Future of automation.

What did the automation hearings accomplish? (In *United Rubber Worker*, Jan. 1956, p. 5.)

Where automation starts, by The Editor. (In *Office Equipment and Methods*, Jan. 1956, p. 7.)

Automation means technological progress.

Will automation wipe out your job? If the workers of the nation are to share in the fruits, they will have to do it through strong democratic unions. By O. W. Blainer. (In *The American Federationist*, Dec. 1955, p. 28-29.)

Women may be hurt most by automation. (In *The Paper Maker*, Dec. 1955, p. 7.)

# Labour Statistics

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED FEBRUARY 18, 1956**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,524	99	407	1,572	2,031	964	451
Agricultural.....	688	*	42	157	193	271	23
Non-Agricultural.....	4,836	97	365	1,415	1,838	693	428
Males.....	4,248	81	322	1,228	1,512	758	347
Agricultural.....	669	*	41	155	187	262	22
Non-Agricultural.....	3,579	79	281	1,073	1,325	496	325
Females.....	1,276	18	85	344	519	206	104
Agricultural.....	19	*	*	*	*	*	*
Non-Agricultural.....	1,257	18	84	342	513	197	103
All Ages.....	5,524	99	407	1,572	2,031	964	451
14—19 years.....	492	13	37	183	154	77	28
20—24 years.....	723	17	54	233	243	127	49
25—44 years.....	2,593	46	183	730	960	456	218
45—64 years.....	1,503	21	114	381	583	266	138
65 years and over.....	213	*	19	45	91	38	18
<i>Persons with Jobs</i>							
All status groups.....	5,216	91	371	1,441	1,954	924	435
Males.....	3,974	73	290	1,112	1,441	724	334
Females.....	1,242	18	81	329	513	200	101
Agricultural.....	678	*	41	154	190	268	23
Non-Agricultural.....	4,538	89	330	1,287	1,764	656	412
Paid Workers.....	4,103	74	289	1,161	1,624	587	368
Males.....	2,959	58	216	853	1,146	411	275
Females.....	1,144	16	73	308	478	176	93
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	308	*	36	131	77	40	16
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,111	157	468	1,436	1,644	937	469
Males.....	1,045	51	107	254	305	216	112
Females.....	4,066	106	361	1,182	1,339	721	357

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended Feb. 18, 1956		Week Ended Jan. 21, 1956		Week Ended Feb. 19, 1955	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	325	293	299	281	404	375
Without Jobs.....	308	278	286	269	379	357
Under 1 month.....	70	—	82	—	69	—
1—3 months.....	166	—	154	—	193	—
4—6 months.....	51	—	29	—	77	—
7—12 months.....	11	—	*	—	26	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	17	15	13	12	25	18
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	13	11	*	*	17	14

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**B—Labour Income****TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	72	329	70	252	218	35	976
1954—Average.....	72	323	68	261	239	36	999
1955—Average.....	74	344	78	276	262	38	1,072
1955—January.....	71	318	60	257	250	35	991
February.....	68	327	57	257	252	35	996
March.....	59	330	56	259	257	36	997
April.....	59	336	63	266	253	36	1,013
May.....	69	340	72	273	258	37	1,049
June.....	77	346	86	279	265	38	1,091
July.....	80	346	86	283	260	38	1,093
August.....	81	353	92	282	261	39	1,108
September.....	81	355	93	285	273	39	1,126
October.....	82	358	99	289	271	40	1,139
November.....	83	357	89	290	274	40	1,133
December.....	81	363	80	290	272	39	1,125
1956—January.....	75	352	68	278	268	39	1,080



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At February 1, employers in the principal non-agricultural industries reported a total employment of 2,548,885

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

Source: Employment and Payrolls. (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	153.4	144.1	63.34
1953—Jan. 1.....	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1.....	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1.....	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1.....	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1.....	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1.....	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1.....	114.9	154.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1.....	115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1.....	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1.....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
1954—Jan. 1.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
1955—Jan. 1.....	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1.....	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1.....	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1.....	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1.....	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1.....	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1.....	115.3	164.1	141.7	60.87	111.6	161.5	143.9	63.28
Aug. 1.....	116.1	166.0	142.3	61.13	111.4	161.0	143.7	63.18
Sept. 1.....	118.3	169.0	142.2	61.11	114.0	164.9	143.8	63.24
Oct. 1.....	118.5	170.4	143.1	61.49	113.4	166.2	145.6	64.04
Nov. 1.....	118.2	171.4	144.3	61.97	112.8	166.5	146.8	64.54
Dec. 1.....	117.9	170.9	144.4	62.02	112.3	166.3	147.2	64.71
1956—Jan. 1.....	114.6	162.2	140.9	60.54	109.8	156.9	145.2	62.47
Feb. 1.....	112.5	164.3	145.3	62.43	110.3	164.1	147.9	65.05

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(The latest figures are subject to revision)

(1949 = 100)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1 1956	Jan. 1 1956	Feb. 1 1955	Feb. 1 1956	Jan. 1 1956	Feb. 1 1955
(a) Provinces						
Newfoundland.....	123.0	125.1	113.9	54.40	52.67	52.43
Prince Edward Island.....	105.9	113.4	96.7	47.48	45.11	46.27
Nova Scotia.....	96.7	99.5	91.7	52.63	49.92	50.36
New Brunswick.....	110.6	107.4	96.3	54.77	53.55	52.21
Quebec.....	112.5	115.6	105.7	59.88	58.44	57.76
Ontario.....	114.0	115.3	107.4	64.93	62.70	62.61
Manitoba.....	103.0	105.2	100.7	59.08	58.23	57.27
Saskatchewan.....	107.8	113.3	107.8	58.95	58.09	56.98
Alberta (including Northwest Territories).....	132.2	133.6	123.7	64.86	62.53	62.05
British Columbia (including Yukon).....	108.9	111.4	99.8	67.30	65.21	64.82
Canada.....	112.5	114.6	105.8	62.43	60.54	60.15
(b) Metropolitan Areas						
St. John's.....	114.3	110.2	108.6	45.81	44.85	44.17
Sydney.....	83.8	89.1	89.8	62.93	61.87	60.06
Halifax.....	115.6	119.5	110.6	52.15	48.03	48.68
Saint John.....	111.8	106.5	104.6	51.10	49.83	49.43
Quebec.....	104.0	106.2	102.0	52.41	49.75	49.16
Sherbrooke.....	103.7	104.9	100.0	52.53	50.50	49.81
Three Rivers.....	105.5	108.4	93.2	58.29	56.75	56.59
Drummondville.....	78.3	77.6	74.1	54.78	52.53	54.58
Montreal.....	114.4	116.0	107.1	61.67	58.83	58.50
Ottawa—Hull.....	112.7	115.7	109.4	57.75	56.32	55.72
Peterborough.....	95.8	96.5	91.4	66.48	64.10	63.54
Oshawa.....	78.3	79.1	149.3	66.98	65.48	72.79
Niagara Falls.....	115.2	117.9	114.0	71.06	68.98	68.96
St. Catharines.....	102.6	102.9	112.4	72.89	70.66	70.87
Toronto.....	124.6	125.5	118.2	65.88	63.52	63.64
Hamilton.....	108.9	110.1	99.3	67.61	65.62	63.78
Brantford.....	88.8	88.3	82.3	61.19	59.45	59.68
Galt.....	104.3	105.7	92.4	57.75	53.54	54.81
Kitchener.....	105.5	106.9	100.3	59.91	58.22	58.15
Sudbury.....	130.9	132.6	129.4	78.15	76.13	74.32
London.....	110.8	110.5	106.4	59.16	57.88	57.73
Sarnia.....	122.8	124.1	110.7	73.65	72.25	73.11
Windsor.....	106.1	108.1	81.2	72.53	61.54	70.27
Sault Ste. Marie.....	119.2	119.2	96.2	76.97	75.23	68.26
Ft. William—Pt. Arthur.....	104.8	108.5	96.4	63.82	64.18	60.99
Winnipeg.....	102.9	106.5	100.8	56.40	55.07	54.86
Regina.....	109.2	112.9	109.8	56.88	56.52	54.67
Saskatoon.....	111.2	114.9	111.4	55.06	54.70	54.04
Edmonton.....	155.5	159.5	141.7	60.02	57.10	58.73
Calgary.....	139.6	142.9	131.3	61.09	59.76	59.55
Vancouver.....	108.3	110.7	100.0	64.71	63.01	62.48
Victoria.....	114.9	120.3	108.5	60.93	60.24	59.74

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100)

(The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1 1956	Jan. 1 1956	Feb. 1 1955	Feb. 1 1956	Jan. 1 1956	Feb. 1 1955
<b>Mining</b> .....	<b>114.3</b>	<b>114.4</b>	<b>110.2</b>	<b>76.82</b>	<b>73.66</b>	<b>73.40</b>
Metal mining.....	118.7	117.8	112.0	78.35	75.13	76.19
Gold.....	76.6	76.5	81.1	69.20	68.11	69.25
Other metal.....	157.9	156.3	140.9	82.48	78.33	79.92
Fuels.....	105.4	106.0	105.2	76.56	73.47	71.20
Coal.....	68.2	71.1	75.3	64.24	62.78	59.34
Oil and natural gas.....	227.7	220.8	204.0	88.68	84.77	85.66
Non-metal.....	122.1	124.8	117.0	70.77	67.87	67.48
<b>Manufacturing</b> .....	<b>110.3</b>	<b>109.8</b>	<b>103.6</b>	<b>65.05</b>	<b>62.47</b>	<b>62.53</b>
Food and beverages.....	98.5	99.4	96.4	58.18	56.95	56.15
Meat products.....	117.2	118.1	113.0	66.43	63.80	65.91
Canned and preserved fruits and vegetables.....	70.1	70.0	69.6	53.20	49.20	49.90
Grain mill products.....	101.0	103.0	102.1	61.96	60.25	58.74
Bread and other bakery products.....	107.8	108.5	103.1	54.10	55.16	52.52
Biscuits and crackers.....	87.5	84.6	89.0	49.05	46.00	45.33
Distilled and malt liquors.....	98.8	104.2	97.8	72.53	74.20	69.96
Tobacco and tobacco products.....	104.6	96.7	109.2	54.56	56.88	52.96
Rubber products.....	111.1	111.3	102.5	66.20	63.80	64.09
Leather products.....	90.5	87.9	86.1	45.35	42.22	43.17
Boots and shoes (except rubber).....	93.2	90.5	88.8	43.26	39.32	41.16
Textile products (except clothing).....	88.3	87.4	80.9	53.19	50.50	51.57
Cotton yarn and broad woven goods.....	90.3	89.5	81.9	51.09	47.41	48.34
Woollen goods.....	74.2	73.8	69.7	51.05	48.68	49.75
Synthetic textiles and silk.....	89.8	89.2	86.6	58.96	57.40	57.83
Clothing (textile and fur).....	95.4	91.7	90.1	43.02	38.56	42.25
Men's clothing.....	99.8	97.3	92.5	41.93	37.67	40.96
Women's clothing.....	96.5	88.1	95.4	44.18	38.53	42.97
Knit goods.....	83.7	83.5	78.0	43.68	40.04	42.95
Wood products.....	103.1	103.8	98.1	57.10	54.36	55.77
Saw and planing mills.....	103.2	104.2	100.0	59.22	56.32	58.02
Furniture.....	108.2	109.0	102.5	54.44	51.34	52.62
Other wood products.....	93.1	92.8	81.9	52.03	50.86	50.45
Paper products.....	117.3	118.6	111.0	76.76	75.38	73.40
Pulp and paper mills.....	119.4	120.8	113.9	82.71	81.96	78.90
Other paper products.....	112.3	113.0	103.7	61.30	58.16	58.68
Printing, publishing and allied industries.....	112.9	112.6	110.7	69.63	68.55	66.21
Iron and steel products.....	107.5	106.2	96.4	73.06	69.93	68.50
Agricultural implements.....	67.5	64.4	70.0	72.90	70.56	71.06
Fabricated and structural steel.....	132.9	128.1	126.7	75.08	72.28	73.42
Hardware and tools.....	107.7	106.6	97.6	67.66	65.12	64.52
Heating and cooking appliances.....	100.8	97.9	93.8	64.38	59.85	59.61
Iron castings.....	105.8	102.6	85.0	71.75	68.18	67.11
Machinery mfg.....	113.3	114.3	105.7	71.99	68.65	67.43
Primary iron and steel.....	114.5	114.4	94.3	80.36	78.81	72.71
Sheet metal products.....	105.7	107.4	97.8	69.55	64.61	66.16
Transportation equipment.....	130.0	128.6	121.4	71.79	67.04	71.02
Aircraft and parts.....	344.9	344.8	331.8	77.83	75.03	75.00
Motor vehicles.....	113.2	113.0	88.7	76.68	64.13	78.79
Motor vehicle parts and accessories.....	83.0	92.6	113.9	71.31	68.24	72.96
Railroad and rolling stock equipment.....	90.4	90.0	79.9	64.43	63.61	64.26
Shipbuilding and repairing.....	144.2	135.0	133.4	66.81	62.02	63.24
Non-ferrous metal products.....	137.8	128.2	119.5	73.82	72.59	70.73
Aluminum products.....	127.7	132.1	121.5	68.26	68.23	67.13
Brass and copper products.....	111.9	111.7	102.3	70.71	66.77	67.22
Smelting and refining.....	145.0	149.9	139.5	80.13	79.86	76.88
Electrical apparatus and supplies.....	143.3	144.3	132.3	70.71	66.81	67.21
Non-metallic mineral products.....	124.8	125.6	100.9	68.01	64.25	65.71
Clay products.....	106.8	108.5	97.0	66.46	62.60	62.60
Glass and glass products.....	128.0	128.3	115.9	67.19	62.75	64.22
Products of petroleum and coal.....	126.5	126.9	119.4	89.62	91.74	87.08
Chemical products.....	123.9	122.8	119.5	71.68	71.15	68.60
Medicinal and pharmaceutical preparations.....	113.2	113.1	108.2	66.89	65.23	63.47
Acids, alkalis and salts.....	128.3	126.2	122.1	79.61	80.54	76.89
Miscellaneous manufacturing industries.....	103.6	103.5	99.4	56.46	54.07	54.48
<b>Construction</b> .....	<b>102.0</b>	<b>105.1</b>	<b>91.1</b>	<b>65.83</b>	<b>58.71</b>	<b>62.36</b>
Building and structures.....	111.5	110.3	97.2	70.63	61.63	66.19
Building.....	117.6	116.7	98.6	70.18	61.01	64.81
Engineering work.....	85.5	82.6	90.7	73.27	65.41	72.84
Highways, bridges and streets.....	86.8	96.9	81.5	55.90	53.36	55.11
<b>Service</b> .....	<b>115.1</b>	<b>115.4</b>	<b>108.6</b>	<b>42.06</b>	<b>41.64</b>	<b>39.90</b>
Hotels and restaurants.....	108.7	109.1	103.4	35.81	35.82	34.70
Laundries and dry cleaning plants.....	103.3	104.0	100.3	38.35	37.44	36.93
<b>Industrial composite</b> .....	<b>112.5</b>	<b>114.6</b>	<b>105.8</b>	<b>62.43</b>	<b>60.54</b>	<b>60.25</b>



Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Feb. 1, 1956	Jan. 1, 1956	Feb. 1, 1955	Feb. 1, 1956	Jan. 1, 1956	Feb. 1, 1955
Newfoundland.....	41.2	38.1	40.1	137.4	150.0	139.0
Nova Scotia.....	41.2	37.9	40.7	132.9	133.0	123.4
New Brunswick.....	41.8	40.9	42.4	132.6	135.1	126.2
Quebec.....	42.5	40.2	42.1	132.0	132.3	128.1
Ontario.....	40.7	38.7	40.6	155.4	154.8	150.4
Manitoba.....	40.7	38.4	40.0	139.2	140.8	136.3
Saskatchewan.....	39.8	39.8	40.0	151.9	151.5	148.0
Alberta <sup>(1)</sup> .....	40.1	38.4	40.6	153.5	153.4	150.3
British Columbia <sup>(2)</sup> .....	37.9	36.8	38.8	177.4	178.4	171.0

<sup>(1)</sup> Includes Northwest Territories.

<sup>(2)</sup> Includes Yukon Territory.

NOTE.—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics.)

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1 1956	Jan. 1 1956	Feb. 1 1955	Feb. 1 1956	Jan. 1 1956	Feb. 1 1955	Feb. 1 1956	Jan. 1 1956	Feb. 1 1955
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	43-8	42-0	43-5	166-2	165-1	160-3	72-80	69-34	69-73
Metal mining.....	44-0	42-2	44-8	170-7	169-4	163-6	75-11	71-49	73-29
Gold.....	45-8	44-9	46-9	140-3	140-4	139-1	64-26	63-04	65-24
Other metal.....	43-1	40-9	43-7	185-9	184-6	178-5	80-12	75-50	79-00
Fuels.....	43-1	41-7	41-4	160-6	159-7	156-0	69-22	66-56	64-58
Coal.....	41-8	40-7	39-2	151-3	151-5	147-9	63-24	61-66	57-98
Oil and natural gas.....	46-1	44-2	47-6	181-5	179-7	175-2	83-67	79-43	83-40
Non-metal.....	44-2	41-9	42-5	156-9	156-7	153-6	69-35	65-66	65-28
Manufacturing.....	41-1	39-0	41-0	147-3	147-5	142-7	60-54	57-53	58-51
Food and beverages.....	40-7	38-6	40-7	130-1	131-4	125-5	52-95	50-72	51-08
Meat products.....	39-8	38-1	40-4	155-6	153-1	153-7	61-93	58-33	62-09
Canned and preserved fruits and vegetables.....	40-7	35-0	39-3	118-3	117-8	108-8	48-15	41-23	42-76
Grain mill products.....	41-2	39-7	40-2	141-9	140-8	136-0	58-46	55-90	54-67
Bread and other bakery products.....	43-2	42-8	43-0	113-4	115-3	108-1	48-99	49-35	46-48
Distilled and malt liquors.....	39-6	40-5	39-8	167-5	167-4	160-4	66-33	67-80	63-84
Tobacco and tobacco products.....	40-7	39-2	40-4	124-4	135-0	121-6	50-63	52-92	49-13
Rubber products.....	41-3	39-4	42-0	152-2	151-0	145-6	62-86	59-49	61-15
Leather products.....	41-1	37-3	40-1	103-7	103-8	100-4	42-62	37-72	40-26
Boots and shoes (except rubber).....	40-7	36-2	39-4	99-7	98-9	96-9	40-59	36-90	38-18
Textile products (except clothing).....	43-3	40-7	42-7	112-9	112-2	110-8	48-89	45-67	47-31
Cotton yarn and broad woven goods.....	42-1	39-2	40-7	113-4	111-1	111-8	47-74	43-55	45-50
Woollen goods.....	43-8	41-0	43-8	106-3	105-7	104-2	46-56	43-34	45-64
Synthetic textiles and silk.....	45-5	43-4	45-4	118-2	119-7	116-2	53-79	51-95	52-75
Clothing (textile and fur).....	39-4	34-5	38-3	98-3	97-7	99-2	38-73	33-71	37-99
Men's clothing.....	39-1	34-6	37-7	96-8	95-9	98-6	37-85	33-18	37-17
Women's clothing.....	37-7	31-5	36-9	105-3	104-1	104-7	39-70	32-79	38-63
Knit goods.....	41-1	37-6	40-0	97-2	96-5	97-1	39-95	36-28	38-84
*Wood products.....	41-2	39-4	41-7	131-0	131-1	127-6	53-97	51-65	53-21
Saw and planing mills.....	40-3	38-5	41-0	141-0	140-9	136-7	56-82	54-25	56-05
Furniture.....	43-1	40-6	42-6	118-6	118-1	115-5	51-12	47-95	49-20
Other wood products.....	41-8	41-5	43-6	111-3	112-7	106-4	46-52	46-77	46-39
Paper products.....	41-7	41-4	42-2	170-9	170-9	163-8	71-27	70-75	69-12
Pulp and paper mills.....	41-9	42-1	42-7	183-4	183-1	174-8	76-84	77-09	74-64
Other paper products.....	41-2	39-2	41-0	134-2	132-4	129-4	55-29	51-90	53-05
Printing, publishing and allied industries.....	39-6	39-5	39-5	177-4	175-9	169-0	70-25	69-48	66-76
*Iron and steel products.....	41-7	40-0	40-8	168-4	166-5	160-0	70-22	66-60	65-28
Agricultural implements.....	39-9	39-7	40-5	175-3	170-9	170-3	69-94	67-85	68-97
Fabricated and structural steel.....	41-9	39-6	41-4	165-9	164-9	165-6	69-51	65-30	68-56
Hardware and tools.....	41-9	40-4	41-2	152-5	150-5	145-6	63-90	60-80	59-99
Heating and cooking appliances.....	42-4	40-2	39-6	142-4	140-0	141-4	60-38	56-28	55-99
Iron castings.....	41-9	40-5	41-4	166-9	162-7	156-2	69-93	65-89	64-67
Machinery manufacturing.....	43-0	40-9	41-6	160-8	158-3	154-3	69-14	64-74	64-19
Primary iron and steel.....	41-0	40-1	39-7	188-7	188-7	174-5	77-37	75-67	69-28
Sheet metal products.....	40-9	37-9	40-6	159-3	157-6	154-8	65-15	59-73	62-85
*Transportation equipment.....	40-3	37-1	40-9	167-2	165-8	164-6	67-38	61-51	67-32
Aircraft and parts.....	41-9	40-5	41-2	173-5	170-8	172-0	72-70	69-17	70-86
Motor vehicles.....	39-3	30-2	41-2	179-0	176-2	175-6	70-35	53-21	72-35
Motor vehicle parts and accessories.....	40-1	38-5	41-4	164-5	162-6	169-2	65-96	62-60	70-05
Railroad and rolling stock equipment.....	39-1	33-6	39-9	161-4	161-6	159-0	63-11	62-35	63-44
Shipbuilding and repairing.....	40-9	37-0	41-4	160-1	162-2	150-8	65-43	60-01	62-43
*Non-ferrous metal products.....	40-9	40-5	41-1	169-1	169-0	162-7	69-16	68-45	66-87
Aluminum products.....	40-4	40-4	41-1	145-5	146-1	146-4	58-78	59-02	60-17
Brass and copper products.....	42-5	40-7	41-5	157-7	153-2	152-1	67-02	62-35	63-12
Smelting and refining.....	40-6	40-8	41-2	184-7	185-2	176-2	74-99	75-56	72-59
*Electrical apparatus and supplies.....	41-5	38-9	40-4	153-1	150-0	150-0	63-54	58-35	60-60
Heavy electrical machinery and equipment.....	40-5	38-9	39-7	167-4	168-6	164-4	67-80	65-59	65-27
*Non-metallic mineral products.....	43-2	40-8	43-3	149-4	149-7	145-2	64-54	61-08	62-57
Clay products.....	44-0	42-7	44-0	139-5	139-5	135-8	61-38	59-57	59-75
Glass and glass products.....	43-6	40-7	43-2	149-4	147-6	144-3	65-14	60-07	62-34
Products of petroleum and coal.....	40-2	41-7	40-8	196-2	199-4	190-6	78-87	83-15	77-76
Chemical products.....	40-8	41-0	41-4	154-7	154-7	148-0	63-12	63-43	61-27
Medicinal and pharmaceutical preparations.....	41-6	41-1	41-0	127-1	125-2	123-0	52-87	51-46	50-43
Acids, alkalis and salts.....	41-7	42-4	42-3	176-7	178-0	169-3	73-68	75-47	71-70
Miscellaneous manufacturing industries.....	40-8	39-3	41-3	120-6	119-8	111-1	49-20	47-08	48-36
*Durable goods.....	41-2	39-1	41-1	159-0	157-6	153-8	65-51	61-62	63-21
Non-durable goods.....	41-0	39-0	40-8	134-8	136-5	131-2	55-27	53-24	53-53
Construction.....	40-0	35-2	39-7	161-6	157-1	152-8	64-64	55-30	60-66
Buildings and structures.....	40-0	33-8	39-3	171-5	170-1	163-4	68-60	57-49	64-22
Highways, bridges and streets.....	40-0	38-7	40-6	134-7	129-1	128-3	53-88	49-96	52-09
Electric and motor transportation.....	44-8	44-2	45-0	146-6	149-0	141-5	65-68	65-86	63-68
Service.....	40-2	39-8	40-2	87-8	88-1	85-2	35-30	35-06	34-25
Hotels and restaurants.....	40-4	40-3	40-6	87-9	88-3	84-9	35-51	35-58	34-47
Laundries and dry cleaning plants.....	40-7	39-6	40-1	83-1	82-9	81-4	33-82	32-83	32-64

\* Durable manufactured goods industries.

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949 .....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950 .....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951 .....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952 .....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953 .....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954 .....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955 .....	41.0	144.5	59.25	142.1	116.4	122.0
Week Preceding:						
January 1, 1955 .....	41.1*	142.8	58.69*	140.7	116.4	120.9
February, 1, 1955 .....	41.0	142.7	58.51	140.3	116.3	120.6
March, 1, 1955 .....	41.2	143.5	59.12	141.7	116.0	122.2
April 1, 1955 .....	41.1	144.3	59.31	142.2	116.1	122.5
May 1, 1955 .....	41.2	145.4	59.90	143.6	116.4	123.4
June 1, 1955 .....	41.0	145.5	59.66	143.0	115.9	123.4
July 1, 1955 .....	40.9	145.0	59.31	142.2	116.0	122.6
August 1, 1955 .....	40.8	145.1	59.20	141.9	116.4	121.9
September 1, 1955 .....	41.2	143.8	59.25	142.1	116.8	121.7
October 1, 1955 .....	41.5	144.8	60.09	144.1	116.9	123.3
November 1, 1955 .....	41.7	145.4	60.63	145.4	116.9	124.4
December 1, 1955 .....	41.6	146.1	60.78	145.7	116.9	124.6
January 1, 1956(!) .....	41.7*	147.4	61.47*	147.4	116.8	126.2

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1956 are 39.1 and \$57.63.

(!) Latest figures subject to revision.



## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
April 1, 1950.....	11,967	12,032	23,999	349,098	79,193	428,291
April 1, 1951.....	27,054	14,324	41,378	228,942	61,334	290,276
April 1, 1952.....	16,986	12,563	29,549	303,118	81,741	384,859
April 1, 1953.....	18,545	16,368	34,913	338,500	66,702	405,202
April 1, 1954.....	11,434	12,293	23,727	466,120	101,933	568,053
April 1, 1955.....	10,611	11,506	22,117	505,472	114,572	620,044
May 1, 1955.....	15,508	14,655	30,163	394,621	98,601	493,222
June 1, 1955.....	21,675	18,451	40,126	205,630	76,273	281,903
July 1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
August 1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
November 1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
January 1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
February 1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
March 1, 1956 (1).....	20,559	14,299	34,858	418,909	107,927	526,836
April 1, 1956 (1).....	23,010	15,668	38,678	428,221	104,745	532,966

\* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
FEBRUARY 29, 1956 <sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				January 31, 1956	February 28, 1955
<b>Agriculture, Fishing, Trapping</b> .....	<b>609</b>	<b>121</b>	<b>730</b>	<b>+ 270</b>	<b>+ 240</b>
<b>Forestry</b> .....	<b>4,089</b>	<b>7</b>	<b>4,096</b>	<b>-1,422</b>	<b>+ 3,470</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>867</b>	<b>68</b>	<b>935</b>	<b>+ 210</b>	<b>+ 619</b>
Metal Mining.....	501	18	519	+ 118	+ 346
Fuels.....	213	17	230	+ 76	+ 161
Non-Metal Mining.....	87	6	93	+ 12	+ 82
Quarrying, Clay and Sand Pits.....	6	—	6	+ 3	+ 2
Prospecting.....	60	27	87	+ 1	+ 28
<b>Manufacturing</b> .....	<b>4,850</b>	<b>3,090</b>	<b>7,940</b>	<b>+1,252</b>	<b>+ 3,279</b>
Foods and Beverages.....	212	176	388	+ 55	+ 143
Tobacco and Tobacco Products.....	25	4	29	+ 9	+ 49
Rubber Products.....	53	31	84	+ 8	+ 40
Leather Products.....	81	223	304	+ 11	+ 178
Textile Products (except clothing).....	139	181	320	+ 80	+ 142
Clothing (textile and fur).....	179	1,427	1,606	+ 172	+ 549
Wood Products.....	325	72	397	+ 24	+ 73
Paper Products.....	227	88	315	+ 136	+ 140
Printing, Publishing and Allied Industries.....	182	129	311	+ 24	+ 95
Iron and Steel Products.....	1,025	189	1,214	+ 234	+ 746
Transportation Equipment.....	1,033	106	1,139	+ 307	+ 181
Non-Ferrous Metal Products.....	282	48	330	+ 43	+ 184
Electrical Apparatus and Supplies.....	544	141	685	+ 83	+ 361
Non-Metallic Mineral Products.....	94	27	121	+ 43	+ 66
Products of Petroleum and Coal.....	27	14	41	+ 5	+ 2
Chemical Products.....	236	93	329	+ 35	+ 129
Miscellaneous Manufacturing Industries.....	186	141	327	+ 149	+ 227
<b>Construction</b> .....	<b>1,346</b>	<b>97</b>	<b>1,443</b>	<b>- 17</b>	<b>+ 532</b>
General Contractors.....	1,016	58	1,074	+ 43	+ 407
Special Trade Contractors.....	330	39	369	+ 26	+ 125
<b>Transportation, Storage and Communication</b> .....	<b>753</b>	<b>419</b>	<b>1,172</b>	<b>+ 154</b>	<b>+ 468</b>
Transportation.....	605	130	735	+ 29	+ 200
Storage.....	29	22	51	+ 2	+ 22
Communication.....	119	267	386	+ 123	+ 246
<b>Public Utility Operation</b> .....	<b>168</b>	<b>82</b>	<b>250</b>	<b>+ 80</b>	<b>+ 138</b>
<b>Trade</b> .....	<b>2,253</b>	<b>2,149</b>	<b>4,402</b>	<b>+ 531</b>	<b>+ 1,405</b>
Wholesale.....	808	611	1,419	+ 103	+ 448
Retail.....	1,445	1,538	2,983	+ 428	+ 957
<b>Finance, Insurance and Real Estate</b> .....	<b>650</b>	<b>1,013</b>	<b>1,663</b>	<b>+ 115</b>	<b>+ 427</b>
<b>Service</b> .....	<b>5,492</b>	<b>7,391</b>	<b>12,883</b>	<b>+1,465</b>	<b>+ 6,610</b>
Community or Public Service.....	203	1,098	1,301	+ 149	+ 363
Government Service.....	3,956	608	4,564	+ 682	+ 3,499
Recreation Service.....	84	93	177	+ 22	+ 41
Business Service.....	799	443	1,242	+ 146	+ 577
Personal Service.....	450	5,149	5,599	+ 466	+ 2,130
<b>GRAND TOTAL</b> .....	<b>21,077</b>	<b>14,437</b>	<b>35,514</b>	<b>+2,638</b>	<b>+ 17,188</b>

<sup>(1)</sup> Preliminary—subject to revision.  
Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,  
BY OCCUPATION AND BY SEX AS AT MARCH 1, 1956 <sup>(1)</sup>**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>2</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	5,670	649	6,319	4,722	1,394	6,116
Clerical workers.....	1,807	4,615	6,422	12,072	24,762	36,834
Sales workers.....	1,442	902	2,344	6,401	15,516	21,917
Personal and domestic service workers.....	618	5,708	6,326	37,055	21,818	58,873
Seamen.....	12	.....	12	4,656	44	4,700
Agriculture and fishing.....	561	23	584	4,452	666	5,118
Skilled and semiskilled workers.....	8,328	1,836	10,164	195,689	19,652	215,341
Food and kindred products (inc. tobacco).....	43	15	58	2,299	715	3,014
Textiles, clothing, etc.....	133	1,360	1,493	3,215	11,427	14,642
Lumber and wood products.....	3,852	1	3,853	29,531	197	29,728
Pulp, paper (inc. printing).....	45	21	66	1,148	508	1,656
Leather and leather products.....	43	161	204	1,355	877	2,232
Stone, clay and glass products.....	9	7	16	695	58	753
Metalworking.....	990	12	1,002	12,311	1,163	13,474
Electrical.....	214	26	240	2,039	1,025	3,064
Transportation equipment.....	12	18	30	624	65	689
Mining.....	236	.....	236	1,503	.....	1,503
Construction.....	574	.....	574	68,315	10	68,325
Transportation (except seamen).....	550	16	566	34,065	120	34,185
Communications and public utility.....	60	.....	60	928	4	932
Trade and service.....	185	158	343	4,363	1,967	6,330
Other skilled and semiskilled.....	1,211	30	1,241	21,692	1,137	22,829
Foremen.....	51	9	60	5,062	359	5,421
Apprentices.....	120	2	122	6,544	20	6,564
Unskilled workers.....	2,121	566	2,687	153,862	24,075	177,937
Food and tobacco.....	38	52	90	6,964	7,209	14,173
Lumber and lumber products.....	356	11	367	19,550	427	19,977
Metalworking.....	226	8	234	4,999	644	5,643
Construction.....	506	.....	506	83,774	2	83,776
Other unskilled workers.....	995	495	1,490	38,575	15,793	54,368
<b>GRAND TOTAL.....</b>	<b>20,559</b>	<b>14,299</b>	<b>34,858</b>	<b>418,909</b>	<b>107,927</b>	<b>526,836</b>

(<sup>1</sup>) Preliminary—subject to revision.

(<sup>2</sup>) Current Vacancies only. Deferred vacancies are excluded.



TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 1, 1956

(Source: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) March 1, 1956	Previous Month Feb. 2, 1956	Previous Year March 3, 1955	(1) March 1, 1956	Previous Month Feb. 2, 1956	Previous Year March 3, 1955
<b>Newfoundland</b> .....	<b>294</b>	<b>330</b>	<b>200</b>	<b>20,927</b>	<b>18,987</b>	<b>20,023</b>
Corner Brook.....	17	21	5	4,228	3,838	3,468
Grand Falls.....	1			1,823	1,488	1,741
St. John's.....	276	309	195	14,876	13,661	14,814
<b>Prince Edward Island</b> .....	<b>98</b>	<b>69</b>	<b>131</b>	<b>4,352</b>	<b>4,164</b>	<b>4,423</b>
Charlottetown.....	70	46	120	2,769	2,612	2,793
Summerside.....	28	23	11	1,583	1,552	1,630
<b>Nova Scotia</b> .....	<b>892</b>	<b>887</b>	<b>914</b>	<b>23,840</b>	<b>24,009</b>	<b>27,192</b>
Amherst.....	33	36	9	986	986	1,085
Bridgewater.....	25	28	11	1,491	1,672	1,310
Halifax.....	579	596	626	4,211	4,402	5,297
Inverness.....				1,088	979	990
Kentville.....	49	35	166	2,815	2,766	3,342
Liverpool.....	18	9	45	490	497	456
New Glasgow.....	30	25	17	3,539	3,280	4,463
Springhill.....	1	1	1	556	679	531
Sydney.....	67	93	6	4,768	4,777	5,797
Truro.....	80	51	22	1,480	1,569	1,239
Yarmouth.....	10	13	11	2,416	2,402	2,682
<b>New Brunswick</b> .....	<b>702</b>	<b>896</b>	<b>715</b>	<b>29,766</b>	<b>27,135</b>	<b>31,042</b>
Bathurst.....	30	8	113	5,521	4,895	5,095
Campbellton.....	25	24	35	2,508	1,910	2,840
Edmundston.....	14	14	19	2,359	1,948	2,705
Fredericton.....	128	82	218	1,744	1,615	1,833
Minto.....	28	23	1	629	594	683
Moncton.....	294	481	192	8,262	7,687	8,391
Newcastle.....	18	17	4	2,903	2,682	2,922
Saint John.....	148	195	111	2,594	2,538	2,980
St. Stephen.....	3	16	11	1,089	1,374	1,568
Sussex.....	8	13	9	702	626	531
Woodstock.....	6	23	2	1,455	1,266	1,494
<b>Quebec</b> .....	<b>10,153</b>	<b>10,009</b>	<b>4,502</b>	<b>179,827</b>	<b>160,411</b>	<b>211,568</b>
Asbestos.....	63	50	9	632	574	880
Beauharnois.....	24	21	12	922	938	1,164
Buckingham.....	5	7	4	1,063	923	1,503
Causapscal.....	94	153	21	2,742	1,621	3,320
Chandler.....	11	8	3	2,363	1,950	2,544
Chicoutimi.....	157	103	137	2,445	1,958	2,350
Dolbeau.....	63	107	28	1,835	961	1,799
Drummondville.....	75	65	28	2,325	2,334	2,768
Farnham.....	45	27	40	1,148	1,152	1,244
Forestville.....	305	612	21	1,510	929	2,096
Gaspé.....	3	33		2,117	1,629	1,836
Granby.....	35	40		2,285	2,343	2,375
Hull.....	141	42	44	3,859	3,539	4,120
Joliette.....	51	92	117	3,972	3,298	4,222
Jonquière.....	48	38	27	2,933	2,696	2,568
Lachute.....	18	18	9	723	729	917
La Malbaie.....	113	110	1	2,945	2,167	2,641
La Tuque.....	1,267	1,186	23	662	433	978
Lévis.....	98	67	45	4,598	4,032	5,957
Louisville.....	42	45	46	1,167	865	1,607
Magog.....	4			678	686	
Maniwaki.....	30	109	3	608	497	1,398
Matane.....	96	100	1	3,947	2,694	4,395
Mégantic.....	2	5	51	1,239	942	1,352
Mont-Laurier.....	4	9	3	1,141	667	1,505
Montmagny.....	23	41	14	1,923	1,515	2,219
Montreal.....	4,086	3,518	2,265	53,426	52,199	68,902
New Richmond.....	2	11	7	2,322	1,936	2,347
Port Alfred.....	31	23	6	1,338	1,010	1,211
Quebec.....	583	432	363	15,912	15,319	16,877
Rimouski.....	33	114	31	4,603	3,316	5,082
Rivière du Loup.....	26	18	168	5,772	4,153	6,153
Roberval.....	66	476	13	1,044	676	1,316
Rouyn.....	309	291	45	1,718	1,560	2,702
Ste. Agathe.....	69	106	8	1,293	971	1,488
Ste. Anne de Bellevue.....	94	81	20	1,539	1,486	1,626
Ste. Thérèse.....	48	36	23	1,878	1,862	2,058
St. Georges Est.....	84	180	55	3,080	2,088	3,418
St. Hyacinthe.....	76	89	35	2,291	2,430	2,429
St. Jean.....	76	78	39	1,842	1,914	2,120
St. Jerome.....	27	22	17	1,814	1,759	2,042
St. Joseph d'Alma.....	16	21	18	2,724	1,968	2,572
Sept Iles.....	36	131	34	1,621	1,333	1,475
Shawinigan Falls.....	41	30	52	4,406	3,911	5,326
Sherbrooke.....	169	162	151	3,917	3,976	5,592
Sorel.....	33	38	51	2,226	2,271	3,515
Thetford Mines.....	46	54	39	2,019	1,780	2,073
Trois-Rivières.....	778	757	141	5,543	5,156	7,058

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 1, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies (2)			Live Applications		
	(1) March 1, 1956	Previous Month Feb. 2, 1956	Previous Year March 3, 1955	(1) March 1, 1956	Previous Month Feb. 2, 1956	Previous Year March 3, 1955
<b>Quebec—Con.</b>						
Val d'Or.....	463	178	99	1,364	1,127	1,940
Valleyfield.....	35	46	52	2,110	2,023	2,157
Victoriaville.....	101	53	43	2,243	2,117	2,331
<b>Ontario.....</b>	<b>14,919</b>	<b>11,757</b>	<b>7,079</b>	<b>145,166</b>	<b>144,968</b>	<b>188,749</b>
Arnprior.....	70	62	9	474	436	524
Barrie.....	84	111	54	1,631	1,669	1,835
Belleville.....	12	14	18	1,876	1,788	1,966
Bracebridge.....	18	19	31	1,307	1,157	1,595
Brampton.....	63	43	20	628	684	814
Brantford.....	127	89	41	1,769	1,949	2,831
Brockville.....	44	29	21	498	524	706
Carleton Place.....	65	.....	1	342	501	373
Chatham.....	16	151	52	2,052	2,088	2,727
Cobourg.....	22	8	9	770	759	759
Collingwood.....	22	14	23	959	926	1,058
Cornwall.....	105	95	54	2,693	2,725	3,128
Fort Erie.....	40	27	4	613	632	782
Fort Frances.....	13	8	6	523	470	734
Fort William.....	188	238	107	2,588	2,016	3,242
Galt.....	117	90	55	729	714	1,483
Gananoque.....	5	7	26	296	352	394
Goderich.....	19	16	26	694	685	897
Guelph.....	158	125	62	1,295	1,313	2,374
Hamilton.....	749	699	399	9,563	9,761	14,063
Hawkesbury.....	16	29	14	1,177	1,127	1,225
Ingersoll.....	33	31	10	1,227	484	675
Kapuskasing.....	130	167	14	626	482	1,126
Kenora.....	27	29	17	585	568	856
Kingston.....	136	120	130	1,566	1,575	1,646
Kirkland Lake.....	97	97	18	965	906	1,391
Kitchener.....	106	85	69	2,681	2,929	3,242
Leamington.....	30	28	3	874	835	940
Lindsay.....	76	61	41	965	895	1,087
Listowel.....	31	23	14	469	468	551
London.....	704	481	340	3,864	4,238	5,495
Midland.....	13	14	6	1,399	1,432	1,642
Napanee.....	5	6	19	768	747	954
New Toronto.....	152	138	65	2,613	2,575	3,342
Niagara Falls.....	68	69	46	2,068	2,121	3,099
North Bay.....	61	49	30	1,349	1,360	2,080
Oakville.....	129	95	464	422	411	625
Orillia.....	37	48	16	945	911	1,262
Oshawa.....	129	78	89	5,406	3,898	3,443
Ottawa.....	3,602	1,747	916	5,854	5,304	5,963
Owen Sound.....	27	42	37	2,110	2,320	2,316
Parry Sound.....	5	6	2	498	492	734
Pembroke.....	203	177	83	1,634	1,545	1,957
Perth.....	15	10	40	617	624	748
Peterborough.....	166	39	24	2,861	2,854	3,693
Pictou.....	.....	2	6	678	662	697
Port Arthur.....	186	250	146	3,321	2,778	4,916
Port Colborne.....	7	9	8	704	712	1,057
Prescott.....	18	10	8	999	965	985
Renfrew.....	21	17	5	554	608	845
St. Catharines.....	120	109	98	3,741	3,819	4,099
St. Thomas.....	55	48	36	937	956	1,089
Sarnia.....	76	44	56	2,100	2,092	2,964
Sault Ste. Marie.....	354	146	73	1,474	1,478	3,182
Simcoe.....	23	23	26	1,119	1,213	1,381
Sioux Lookout.....	46	17	4	210	168	280
Smiths Falls.....	9	13	9	647	653	542
Stratford.....	44	24	32	733	845	1,117
Sturgeon Falls.....	6	4	2	999	842	1,534
Sudbury.....	274	319	332	3,351	3,094	4,988
Timmins.....	194	303	39	1,633	1,576	2,254
Toronto.....	4,827	4,208	2,274	34,583	36,962	47,573
Trenton.....	50	29	18	988	1,024	1,163
Walkerton.....	35	25	41	742	714	935
Wallaceburg.....	10	3	4	705	705	779
Welland.....	64	50	13	1,711	1,661	2,684
Weston.....	239	354	142	1,935	1,806	1,971
Windsor.....	324	205	152	6,902	6,850	8,673
Woodstock.....	23	31	30	657	535	863
<b>Manitoba.....</b>	<b>1,772</b>	<b>1,627</b>	<b>1,206</b>	<b>25,996</b>	<b>25,059</b>	<b>29,378</b>
Brandon.....	160	124	147	2,255	2,076	2,508
Dauphin.....	13	14	11	1,478	1,429	1,429
Flin Flon.....	56	46	15	163	217	243
Portage la Prairie.....	29	24	25	1,233	1,194	1,311
The Pas.....	12	32	4	162	180	194
Winnipeg.....	1,502	1,387	1,004	20,705	19,963	23,554

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 1, 1956**

(Source: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) March 1, 1956	Previous Month Feb. 2, 1956	Previous Year March 3, 1955	(1) March 1, 1956	Previous Month Feb. 2, 1956	Previous Year March 3, 1955
<b>Saskatchewan</b> .....	<b>894</b>	<b>724</b>	<b>588</b>	<b>20,211</b>	<b>19,773</b>	<b>21,574</b>
Estevan.....	51	30	21	284	275	392
Moose Jaw.....	146	146	84	1,785	1,696	1,931
North Battleford.....	70	51	25	1,485	1,438	1,864
Prince Albert.....	39	38	13	2,206	2,247	2,452
Regina.....	259	188	171	5,352	5,411	5,386
Saskatoon.....	179	149	154	4,559	4,426	4,915
Swift Current.....	55	44	38	1,127	1,085	1,226
Weyburn.....	32	29	45	549	529	538
Yorkton.....	63	49	37	2,884	2,666	2,870
<b>Alberta</b> .....	<b>2,457</b>	<b>2,462</b>	<b>1,676</b>	<b>25,978</b>	<b>25,859</b>	<b>32,249</b>
Blairmore.....	20	40	11	514	445	523
Calgary.....	979	825	640	7,380	7,497	8,878
Drumheller.....	7	10	9	415	378	600
Edmonton.....	1,130	1,217	769	11,701	11,601	15,185
Edson.....	51	78	50	261	270	386
Lethbridge.....	130	132	64	3,047	3,122	3,553
Medicine Hat.....	84	102	63	1,444	1,336	1,598
Red Deer.....	56	58	65	1,216	1,210	1,460
<b>British Columbia</b> .....	<b>2,677</b>	<b>2,411</b>	<b>1,652</b>	<b>50,773</b>	<b>54,127</b>	<b>62,388</b>
Chilliwack.....	53	46	25	2,126	2,157	2,088
Courtenay.....	43	25	19	1,147	1,461	1,633
Cranbrook.....	5	7	8	871	798	982
Dawson Creek.....	29	30	27	457	540	503
Duncan.....	20	33	38	1,189	1,389	1,185
Kamloops.....	94	86	58	1,139	1,125	1,100
Kelowna.....	22	7	18	1,536	1,437	1,291
Kitimat.....	237	271	.....	234	150	.....
Mission City.....	12	21	14	1,487	1,525	1,593
Nanaimo.....	69	61	13	1,556	1,906	2,056
Nelson.....	26	28	21	1,135	1,129	1,557
New Westminster.....	106	142	121	6,292	6,322	6,950
Penticton.....	6	5	8	1,748	1,788	1,626
Port Alberni.....	15	18	7	723	852	756
Prince George.....	120	113	113	1,145	1,336	1,091
Prince Rupert.....	35	40	40	996	1,171	1,500
Princeton.....	2	.....	2	392	432	366
Trail.....	14	22	20	988	942	1,175
Vancouver.....	1,410	1,150	865	19,904	21,871	28,634
Vernon.....	46	29	17	1,933	1,957	1,893
Victoria.....	286	249	188	3,204	3,326	3,855
Whitehorse.....	27	28	30	511	513	554
<b>Canada</b> .....	<b>34,858</b>	<b>31,172</b>	<b>18,663</b>	<b>526,836</b>	<b>504,492</b>	<b>628,586</b>
Males.....	20,550	18,180	9,154	418,909	396,642	510,551
Females.....	14,299	12,992	9,509	107,927	107,850	118,035

<sup>1</sup> Preliminary subject to revision.

<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(Source: Form U.I.C. 751)

1951—1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1955 (2 months).....	85,945	51,427	34,518	7,593	22,165	30,181	16,113	9,893
1956 (2 months).....	117,391	77,781	39,610	10,243	28,248	41,176	22,441	15,283



## E—Unemployment Insurance

**TABLE E-1.—PERSONS RECEIVING REGULAR AND SEASONAL BENEFIT, NUMBER OF WEEKS BENEFIT PAID AND AMOUNT PAID ON INITIAL AND RENEWAL CLAIMS BY PROVINCE, FEBRUARY 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability days in Brackets)	Amount of Benefit Paid §
Newfoundland.....	15.1	7,905	66,026 (503)	1,298,909
Prince Edward Island.....	4.0	1,885	17,062 (225)	287,900
Nova Scotia.....	20.6	10,044	87,350 (3,900)	1,546,063
New Brunswick.....	23.6	10,970	93,316 (3,147)	1,679,080
Quebec.....	137.5	58,129	551,431 (39,957)	10,426,594
Ontario.....	118.2	49,652	494,981 (36,465)	9,149,763
Manitoba.....	21.6	7,103	92,511 (5,471)	1,702,748
Saskatchewan.....	16.9	5,073	73,705 (2,946)	1,384,840
Alberta.....	21.0	8,126	87,383 (3,914)	1,651,769
British Columbia.....	37.6	14,872	169,885 (10,463)	3,060,436
Total, Canada, February, 1956.....	416.1	173,759	1,733,650 (106,991)	32,188,102
Total, Canada, January, 1956.....	313.3	266,822	1,364,097 (79,795)	24,632,203
Total, Canada, February, 1955.....	489.5†	213,991	11,068,140 (109,657)§	34,897,486

\* Based on the number of payment documents for the month.

† Week containing last day of the month.

‡ Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

§ Days.

**TABLE E-2.—REGULAR AND SEASONAL BENEFIT CLAIMANTS\* HAVING AN  
UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING  
DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, FEBRUARY  
1956**

Province and Sex	Duration on the Register (weeks)									February 28, 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
<b>CANADA.....</b>	<b>510,963†</b>	<b>80,295</b>	<b>39,401</b>	<b>57,095</b>	<b>123,822</b>	<b>117,247</b>	<b>42,450</b>	<b>16,424</b>	<b>34,229</b>	<b>619,701</b>
<b>MALE.....</b>	<b>413,083</b>	<b>66,357</b>	<b>33,215</b>	<b>46,959</b>	<b>100,710</b>	<b>99,098</b>	<b>34,226</b>	<b>10,923</b>	<b>21,595</b>	<b>508,611</b>
<b>FEMALE.....</b>	<b>97,880</b>	<b>13,938</b>	<b>6,186</b>	<b>10,136</b>	<b>23,112</b>	<b>18,149</b>	<b>8,224</b>	<b>5,501</b>	<b>12,634</b>	<b>111,090</b>
<b>Newfoundland.....</b>	<b>21,273</b>	<b>3,598</b>	<b>1,698</b>	<b>2,131</b>	<b>6,043</b>	<b>5,082</b>	<b>1,511</b>	<b>529</b>	<b>681</b>	<b>19,467</b>
Male.....	20,477	3,471	1,634	2,061	5,848	4,957	1,449	483	574	18,905
Female.....	796	127	64	70	195	125	62	46	107	562
<b>Prince Edward Island.....</b>	<b>4,148</b>	<b>292</b>	<b>221</b>	<b>326</b>	<b>1,324</b>	<b>1,377</b>	<b>327</b>	<b>102</b>	<b>179</b>	<b>4,092</b>
Male.....	3,504	253	191	259	1,106	1,216	275	84	120	3,463
Female.....	644	39	30	67	218	161	52	18	59	629
<b>Nova Scotia.....</b>	<b>24,583</b>	<b>3,382</b>	<b>1,650</b>	<b>2,795</b>	<b>7,325</b>	<b>5,504</b>	<b>1,663</b>	<b>813</b>	<b>1,451</b>	<b>29,702</b>
Male.....	21,475	2,980	1,463	2,442	6,442	5,001	1,422	645	1,080	26,283
Female.....	3,108	402	187	353	883	503	241	168	371	3,419
<b>New Brunswick.....</b>	<b>28,787</b>	<b>3,620</b>	<b>2,678</b>	<b>3,337</b>	<b>8,680</b>	<b>6,731</b>	<b>1,854</b>	<b>726</b>	<b>1,161</b>	<b>30,040</b>
Male.....	24,825	3,254	2,413	2,957	7,583	5,788	1,525	512	793	25,658
Female.....	3,962	366	265	380	1,097	943	329	214	368	4,382
<b>Quebec.....</b>	<b>173,911</b>	<b>30,748</b>	<b>15,119</b>	<b>20,478</b>	<b>39,756</b>	<b>39,607</b>	<b>12,251</b>	<b>4,965</b>	<b>10,987</b>	<b>208,627</b>
Male.....	145,327	26,472	13,347	17,692	33,667	34,194	9,967	3,369	6,619	173,812
Female.....	28,584	4,276	1,772	2,786	6,089	5,413	2,284	1,596	4,368	34,815
<b>Ontario.....</b>	<b>139,987</b>	<b>23,459</b>	<b>10,533</b>	<b>16,494</b>	<b>33,482</b>	<b>29,705</b>	<b>10,027</b>	<b>4,739</b>	<b>11,548</b>	<b>186,648</b>
Male.....	105,321	17,772	8,260	12,759	25,513	23,695	7,195	2,907	7,220	146,307
Female.....	34,666	5,687	2,273	3,735	7,969	6,010	2,832	1,832	4,328	40,341
<b>Manitoba.....</b>	<b>25,372</b>	<b>2,618</b>	<b>1,452</b>	<b>2,436</b>	<b>6,250</b>	<b>6,403</b>	<b>2,886</b>	<b>1,043</b>	<b>2,284</b>	<b>29,796</b>
Male.....	18,715	1,947	1,092	1,685	4,468	5,115	2,337	680	1,391	22,383
Female.....	6,657	671	360	751	1,782	1,288	549	363	893	6,913
<b>Saskatchewan.....</b>	<b>19,792</b>	<b>1,503</b>	<b>1,222</b>	<b>1,715</b>	<b>4,711</b>	<b>5,646</b>	<b>3,076</b>	<b>822</b>	<b>1,097</b>	<b>21,041</b>
Male.....	16,225	1,152	991	1,336	3,700	5,026	2,709	613	698	17,887
Female.....	3,567	351	231	379	1,011	620	367	209	399	3,154
<b>Alberta.....</b>	<b>25,950</b>	<b>4,155</b>	<b>1,916</b>	<b>2,751</b>	<b>5,660</b>	<b>6,083</b>	<b>3,282</b>	<b>774</b>	<b>1,329</b>	<b>33,538</b>
Male.....	21,542	3,561	1,630	2,225	4,529	5,371	2,849	521	856	29,110
Female.....	4,408	594	286	526	1,131	712	433	253	473	4,428
<b>British Columbia.....</b>	<b>47,160</b>	<b>6,920</b>	<b>2,912</b>	<b>4,632</b>	<b>10,591</b>	<b>11,109</b>	<b>5,573</b>	<b>1,911</b>	<b>3,512</b>	<b>56,750</b>
Male.....	35,672	5,495	2,194	3,543	7,854	8,735	4,498	1,109	2,244	44,303
Female.....	11,488	1,425	718	1,089	2,737	2,374	1,075	802	1,268	12,447

\* Disability cases included in totals—February 29, 1956: 4,232 (2,864 males and 1,368 females); February 28, 1955: 4,605 (3,443 males and 1,162 females).

† This total is comparable to former totals of ordinary, short-time, temporary lay-off and supplementary benefit claimants.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
FEBRUARY 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (Regular Benefit only) and claims pending at end of month			
	Total*	Initial†	Renewal	Total Disposed of ‡	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	5,646	4,727	919	9,030	3,621	5,409	2,535
Prince Edward Island.....	805	708	97	1,384	572	821	324
Nova Scotia.....	7,166	5,379	1,796	11,636	6,346	5,290	2,480
New Brunswick.....	8,526	6,870	1,656	11,985	5,124	6,861	3,067
Quebec.....	65,253	48,750	16,503	65,443	38,411	27,032	26,107
Ontario.....	59,507	40,900	18,607	61,135	42,072	19,063	16,801
Manitoba.....	7,295	5,621	1,674	7,922	4,966	2,956	1,352
Saskatchewan.....	4,573	3,742	831	5,379	3,223	2,156	1,155
Alberta.....	9,280	6,753	2,527	9,866	6,598	3,268	2,734
British Columbia.....	16,965	11,408	5,557	17,268	11,217	6,051	4,900
Total, Canada, February, 1956.....	185,016	134,849	50,167	201,048	122,150	78,898	61,455
Total, Canada, January, 1956.....	261,661	199,705	61,956	294,715	179,779	114,936	77,487
Total, Canada, February, 1955.....	236,847	178,242	58,605	260,159	161,610	98,549	60,781

\* In addition, revised claims received numbered 166,543.

† Includes initial claims considered for seasonal benefit.

‡ In addition, 107,118 revised claims were disposed of. Of these, 71,528 were special requests not granted and 1,269 were appeals by claimants. There were 65,029 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1955—January.....	3,393,000	2,961,200	431,800†
February.....	3,409,000	2,865,600	543,400†
March.....	3,435,000	2,856,400	578,600†
April.....	3,427,000	2,863,700	563,300†
May.....	3,224,000	2,905,500	318,500
June.....	3,222,000	3,012,300	209,700
July.....	3,268,000	3,110,900	157,100
August.....	3,281,000	3,141,000	140,000
September.....	3,322,000	3,192,200	129,800
October.....	3,328,000	3,197,700	130,300
November.....	3,359,000	3,195,900	163,100
December.....	3,407,000	3,187,200	219,800
1956—January.....	3,505,000	3,116,900	388,100

\*Claimants having an unemployment register in the live file on last working day of preceding month. The series prior to November 1955 has been revised to include all claimants (ordinary, short-time and temporary lay-off).

† Includes supplementary benefit claimants.



## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodi- ties and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.2
May.....	116.4	112.3	128.8	107.9	116.4	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.4	129.8	108.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0
February.....	116.4	109.9	131.5	108.6	116.7	119.3
March.....	116.4	109.1	131.6	108.7	116.8	119.9
April.....	116.6	109.7	131.9	108.7	116.6	120.1

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF MARCH, 1956**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	March 1st, 1955	Feb. 1st, 1956	March 1st, 1956					
(1) St. John's, Nfld.....	102.9	104.9	105.0	101.1	109.7	100.8	103.4	111.7
Halifax.....	114.5	114.1	114.3	103.3	125.2	114.9	120.1	119.7
Saint John.....	117.6	117.1	117.4	108.7	127.5	116.7	117.6	124.5
Montreal.....	116.7	117.0	116.7	111.4	136.2	108.2	115.2	120.0
Ottawa.....	116.8	117.3	117.3	107.0	136.2	111.8	116.8	123.1
Toronto.....	118.2	118.3	118.2	106.9	148.1	111.0	115.5	119.5
Winnipeg.....	115.2	116.5	116.8	111.6	127.1	113.2	114.1	120.6
Saskatoon—Regina.....	113.7	114.7	114.7	109.7	118.1	114.8	116.8	116.6
Edmonton—Calgary.....	114.2	114.1	114.3	107.3	121.2	113.6	116.1	119.5
Vancouver.....	117.9	118.5	118.6	111.4	128.2	112.9	128.6	120.4

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MARCH 1955, 1956†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
<b>1956*</b>						
January.....	13‡	13	17,335‡	17,335	338,340	0.38
February.....	12	22	3,884	20,144	234,795	0.27
March.....	12	22	2,324	3,243	16,875	0.02
Cumulative.....	37		23,543		590,010	0.22
<b>1955</b>						
January.....	18‡	18	12,179‡	12,179	218,985	0.25
February.....	5	12	346	2,843	20,669	0.02
March.....	7	13	1,778	2,297	15,752	0.02
Cumulative.....	30		14,303		255,406	0.10

\* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, MARCH 1956 <sup>(1)</sup>**

Industry, Occupation Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to March 1956					
LOGGING— Bush workers, Mattice, Ont.	1	71	200	Jan. 3	For a union agreement providing for increased wages and reduced hours; dispute still in existence but employment conditions no longer affected by March 3; indefinite.
Loggers, Timmins, Ont.	1	75	300	Feb. 23	For a union agreement providing for increased wages and improved working conditions; concluded March 5; conciliation compromise.
MINING— Fluorspar miners, St. Lawrence, Nfld.	1	198	395	Feb. 24	Protesting suspension of 20 night-shift workers for refusal to have compulsory medical check-up at 10 a.m. on their own time; concluded March 2; return of workers pending settlement; indefinite.
MANUFACTURING— Boots and Shoes (Leather)— Shoe factory workers, Montreal, Que.	1	58	100	Feb. 7	Alleged delay in negotiations for a new agreement providing for increased wages and reduced hours; concluded March 2; replacement; in favour of employer.
Metal Products— Structural steel fabricators, Sault Ste. Marie, Ont.	1	(3) 130	2,700	Aug. 19 1955	For a new agreement providing for increased wages and job evaluation plan, following reference to conciliation board; unconcluded.
Machinery factory workers, Lachine, Que.	1	327	6,900	Feb. 6	For a greater increase in wages than recommended by arbitration board in new agreement under negotiations; concluded March 31; negotiations; compromise.
Non-Metallic Minerals, Chemicals, etc.— Chemical factory workers, Palo, Sask.	1	27	635	Oct. 22 1955	For a new agreement providing for increased wages, shift differential and reduced hours from 44 to 40 per week with same take-home pay; unconcluded.
TRANSPORTATION AND PUBLIC UTILITIES— Electric Railways and Local Bus Lines— Bus drivers, Trail, B.C.	1	8	130	Feb. 10	For a new agreement providing for increased wages and reduced hours from 48 to 44 per week with same take-home pay; concluded March 31; negotiations; partially successful.
Miscellaneous— Radio station employees, Peterborough, Ont.	1	9	200	Feb. 18	For a new agreement providing for increased wages, Rand formula for union dues, etc., following reference to conciliation board; partial return of workers; unconcluded.



TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, MARCH 1956 <sup>(1)</sup>

Industry, Occupation Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			

## Strikes and Lockouts in Progress Prior to March 1956—Concluded

TRADE— Pipe fitting and sprinkler equip- ment jobbers, Vancouver, B.C.	1	16	330	Dec. 7 1955	For a union agreement providing for increased wages, welfare plan and extension of vacation plan, following reference to conciliation board; uncon- cluded.
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## Strikes and Lockouts Commencing During March 1956

MINING— Lead and zinc miners, Ainsworth, B.C.	1	68	540	Mar. 21	For a new agreement providing for increased wages and re- duced hours from 44 to 40 per week with same take-home pay, following reference to conciliation board; unconclu- ded.
MANUFACTURING— <i>Rubber and Its Products—</i> Rubber products factory workers, Toronto, Ont.	1	797	700	Mar. 1	Protesting reduced earnings for five workers under new piece- work schedule; concluded March 2; return of workers pending reference to arbi- tration; indefinite.
<i>Fur and Leather Products—</i> Fur dressers and dyers, Toronto, Ont.		251	500	Mar. 12	For a new agreement providing for increased wages; concluded March 13; negotiations; in favour of workers.
<i>Textiles, Clothing, etc.—</i> Cotton factory workers, Cornwall, Ont.	1	<sup>(4)</sup> 54	100	Mar. 7	For increased wages for loom fixers; concluded March 8; return of workers pending settlement; indefinite.
<i>Pulp, Paper and Paper Products—</i> Paper products factory workers, Hamilton, Ont.	1	216	175	Mar. 9	Grievance against plant manager; concluded March 9; negoti- ations; indefinite, result not reported.
Machinists, Corner Brook, Nfld.	1	<sup>(5)</sup> 182	900	Mar. 26	For removal of a superintendent; concluded March 31; negoti- ations; indefinite, result not reported.
<i>Metal Products—</i> Metal products factory workers, Tilbury, Ont.	1	339	675	Mar. 1	Protesting clause in new agree- ment under negotiations rein- stating foremen in bargaining unit with full seniority; con- cluded March 2; return of workers pending further negoti- ations; indefinite.
Power saw factory workers, Toronto, Ont.	1	70	630	Mar. 16	Alleged discrimination in dis- missal of 24 workers; uncon- cluded.

**TARLE G-2.—STRIKES AND LOCKOUTS, CANADA, MARCH 1956<sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During March 1956—Concluded					
Non-Metallic Minerals, Chemicals, etc.— Soap factory, workers, Toronto, Ont.	1	284	250	Mar. 8	Protesting two-day suspension of a worker for failure to maintain production; concluded March 9; return of workers; in favour of employer.
CONSTRUCTION— Buildings and Structures— Carpenters, Saanich, B.C.	1	( <sup>6</sup> ) 13	15	Mar. 19	Jurisdictional dispute as to whether carpenters or iron-workers should erect concrete slabs; concluded March 20; negotiations; compromise.
Painters, London, Ont.	12	( <sup>7</sup> ) 30	100	Mar. 26	For a new one-year agreement providing for increased wages and union shop, following reference to conciliation board; unconcluded.
SERVICE— Business and Personal— Dry cleaners and launderers, Petawawa, Ont.	1	20	400	Mar. 2	Alleged discrimination in dismissal of two girls; concluded March 27; replacement; in favour of employer.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(3) 45 indirectly affected; (<sup>4</sup>) 510 indirectly affected; (<sup>5</sup>) 1,600 indirectly affected; (<sup>6</sup>) 36 indirectly affected; (<sup>7</sup>) 150 indirectly affected.

## H—Industrial Injuries

**TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA BY MAIN INDUSTRY GROUPS 1928-1955**

	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
1928	104	176	43	260	201	250	34	353	64	.....	102	.....	1,677
1929	166	235	54	234	250	298	40	326	58	.....	114	.....	1,766
1930	192	175	36	258	196	324	42	327	58	1	117	.....	1,655
1931	163	76	40	158	142	217	44	205	43	.....	107	.....	1,188
1932	194	73	30	123	116	124	21	196	51	.....	83	.....	974
1933	111	91	36	112	103	65	15	161	48	.....	63	1	808
1934	151	114	47	144	103	118	20	165	52	.....	86	.....	1,000
1935	124	116	38	175	133	103	25	184	44	.....	86	.....	1,009
1936	127	133	57	181	112	105	14	240	45	2	89	.....	1,071
1937	156	149	52	201	157	170	23	227	46	1	124	.....	1,247
1938	168	143	30	253	136	154	19	166	44	.....	68	.....	1,167
1939	162	148	29	169	110	133	25	181	44	.....	70	.....	1,107
1940	144	177	34	175	144	173	25	236	51	.....	65	.....	1,208
1941	178	178	24	282	263	176	30	317	65	.....	93	.....	1,553
1942	107	170	34	199	315	227	21	318	44	.....	84	.....	1,510
1943	90	151	49	213	271	154	16	334	59	.....	70	.....	1,465
1944	109	137	34	159	271	100	17	264	53	.....	59	.....	1,455
1945	134	137	34	188	269	127	24	292	52	.....	88	.....	1,204
1946	110	166	20	174	346	132	22	237	53	.....	99	5	1,345
1947	145	165	41	190	265	170	40	289	57	8	110	7	1,378
1948	171	182	30	194	268	162	45	248	45	.....	108	.....	1,476
1949	118	145	33	203	250	152	42	257	44	2	133	1	1,387
1950	60	160	42	173	247	160	62	199	54	.....	130	6	1,385
1951	102	151	21	191	232	215	31	243	53	.....	141	.....	1,277
1952	102	177	21	212	236	247	43	254	48	.....	108	.....	1,415
1953	119	169	36	188	250	229	35	181	61	.....	87	.....	1,449
1954	107	172	33	209	212	239	26	198	55	.....	70	.....	1,369
1955(1)	97	181	31	175	215	248	42	219	51	5	77	.....	1,341

(1) These figures are preliminary including 1,040 reported by the Workmen's Compensation Boards and the Board of Transport Commissioners and 301 compiled from other sources some of which will presently be reported by the Boards. The 301 fatalities were distributed as follows: Agriculture 92; logging 23; Fishing and Trapping 15; Mining 8; Manufacturing 18; Construction 38; Electricity, Gas and Water Production and Supply 3; Transportation, Storage and Communications 52; Trade 16; Finance 3; Service 33.



**TABLE H-2.—INDUSTRIAL FATALITIES IN CANADA IN 1955 BY INDUSTRIES AND CAUSES**

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
<b>Striking Against and Stepping on Objects:</b>													
Tools.....													
Machinery.....													
Belts, pulleys, chains, lines, etc.....													
Working materials.....													
Nails and spikes.....						1							1
Buildings and structures (including parts of these such as doors, windows, etc.).....					2								2
Working surfaces.....						1							1
Miscellaneous.....						1							1
<b>Total.....</b>					2	2							4
<b>Struck by:</b>													
Tools.....		1		1		1							3
Machinery.....		2		1	2	1		2					8
Belts, pulleys, chains, lines, etc.....		1	1	1	1								4
Cranes, derricks, other hoisting or conveying apparatus.....		1		7	3	12	1	3					27
Automobiles or trucks.....		4		3	6	18	1		4		3		39
Tractors, loadmobiles, etc.....		1				9							10
Mine or quarry cars.....				8									8
Trains or other railway vehicles.....					3	3		22					28
Streetcars.....													
Other motor-driven transportation vehicles, N.E.S.....		1				1							2
Man-powered vehicles and craft.....						1							1
Objects thrown or kicked back by tools.....					1								1
Objects thrown or kicked back by machinery.....		4		3	11	1			1				20
Objects being hoisted or conveyed.....		1	8		3	2		3					17
Objects falling or flying in mines and quarries.....				31		1							32
Materials being handled by fellow worker.....					2	2		1					5
Materials being handled by victim.....		1											2
Materials falling from stockpiles and loads.....		9			11	2		7					29
Another person (other than acts of violence).....													
Animals.....	7	1	1										9
Falling trees or limbs.....	2	69			1	3		1			1		77
Landslides or cave-ins.....		2		4	1	15		1					23
Flying particles.....													
Miscellaneous.....		3			2	7			1				13
<b>Total.....</b>	11	107	2	59	48	79	2	40	6		4		358
<b>Caught In, On or Between:</b>													
Machinery.....	4			1	10	3		1					19
Belt, pulleys, chains, lines, etc.....				2	2								4
Elevators, hoisting and conveying apparatus.....				4	7	3	1	2	1				18
Buildings and structures (including parts of these such as doors, windows, etc.).....								1					1
Automobiles and trucks.....	1	1		1	1	2		4	1				11
Tractors, loadmobiles, etc.....		1			1	3							5
Mine and quarry cars.....	1			3									4
Trains and other railway vehicles.....				1	1			3	1				6
Streetcars.....													
Miscellaneous transportation vehicles and craft.....													
Materials in use or stored in plant.....													
Objects in water (e.g., logs, caught between boat and wharf).....		1											1
Miscellaneous.....		3		1	1	1		1					7
<b>Total.....</b>	6	6		13	23	12	1	12	3				76
<b>Collisions (including derailments, wrecks, etc., but not falls, slips, struck by, caught in, on or between:</b>													
Involving steam railways.....					4			22					26
Involving street railways.....													
Involving automobiles and trucks.....	6	8		6	32	16	1	39	17		7		132
Involving tractors, loadmobiles, etc.....	35	3		1		10		2			1		52
Involving mine and quarry cars.....				3									3
Involving water craft.....		17	12	5		9	1	12					57
Involving aircraft.....		5			9	2	1	22	2		9		50
Involving other transport agencies.....													
Involving elevators and other hoisting and conveying apparatus.....				2				2					4
Involving animal-drawn vehicles and implements.....	1										1		2
Involving miscellaneous agencies.....													
<b>Total.....</b>	42	33	12	17	45	37	3	99	19		19		326

**TABLE H-2.—INDUSTRIAL FATALITIES IN CANADA IN 1955 BY INDUSTRIES AND CAUSES**

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
<b>Falls and Slips</b>													
(a) falls on same level:													
Due to rough ground or floor surfaces	1										1		2
Due to collapse of resistance													
Due to tripping over or stepping on object													
Due to slippery surfaces					1						3		4
Due to slipping while handling materials						1							1
Due to slipping while operating machines					1								1
Due to physical condition of workman													
Due to vehicles in motion (other than struck by collision, etc.)	3	1				1							5
Miscellaneous	1	1						1					3
<b>Sub Total</b>	<b>5</b>	<b>2</b>			<b>2</b>	<b>2</b>		<b>1</b>			<b>4</b>		<b>16</b>
(b) falls to different levels:													
From ladders or stairs	2			1	4	5		3	1		5		21
From scaffolds and stagings				2	4	26		2			1		35
From platforms, ramps and stationary vehicles	1				2			1	3				7
From buildings, roofs and towers	1			3		13		1		1	2		21
From bridges, trestles and catwalks						3		1			2		6
From poles, trees, logs and stumps					1		3	1					5
From stockpiles and loads	2	1			1			1					4
From moving railway vehicles								4					4
From other moving transportation vehicles	1			1	1	3		1	1				8
Into holds of vessels					1								2
Into shafts, pits, excavations, etc.	2			18	1	3		2	2		1		30
Into rivers, lakes, sea or harbours	1	16	9	3	3	14		20	2		3		71
Into storage bunkers				2				1					3
Into tanks, vats or kilns								1					1
Miscellaneous falls to different level		1			3	1		1	1		2		9
<b>Sub Total</b>	<b>10</b>	<b>18</b>	<b>9</b>	<b>30</b>	<b>21</b>	<b>68</b>	<b>4</b>	<b>40</b>	<b>10</b>	<b>1</b>	<b>16</b>		<b>227</b>
<b>Total</b>	<b>15</b>	<b>20</b>	<b>9</b>	<b>30</b>	<b>23</b>	<b>70</b>	<b>4</b>	<b>41</b>	<b>10</b>	<b>1</b>	<b>20</b>		<b>243</b>
<b>Conflagrations, Temperature Extremes and Explosions:</b>													
Conflagrations	2	3		1	3				1		1		11
Exposure to welding flashes													
Exposure to cold or cold substances		1									1		2
Exposure to steam or other hot vapours					3			1	1				5
Exposure to hot liquids or molten metal					5	1							6
Exposure to heat or hot substances, N.E.S.					3			1			1		5
Explosions—blasting accidents	3			5		6							14
Explosions of coal and/or dust				2									2
Air blasts (bumps) in mines													
Explosions of steam pressure apparatus					2	1		1			3		7
Explosions of liquid air, gas pressure apparatus and containers						1							2
Explosions of gasoline and/or oil	1	3	2		1								9
Explosion of chemicals	1												
Ammunition and firearms (accidental)					1						1		2
Other explosions	1			1	3	1			1				7
<b>Total</b>	<b>7</b>	<b>7</b>	<b>2</b>	<b>9</b>	<b>24</b>	<b>10</b>		<b>3</b>	<b>3</b>		<b>7</b>		<b>72</b>
<b>Inhalation, Contact, Absorptions, Ingestion (asphyxiation, poisoning, etc.)</b>													
Exposure to acids, alkalis and similar chemicals													
Exposure to poisonous gasses	1				3	1	1	2	2		3		13
Exposure to dust				31	15	1							47
Exposure to poisonous vegetation													
Exposure to radioactive substances													
Exposure to miscellaneous poisonous agencies				1									1
<b>Total</b>	<b>1</b>			<b>32</b>	<b>18</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>2</b>		<b>3</b>		<b>61</b>
<b>Contact with Electric Current:</b>													
Lightning accidents	2	2	2		5								11
Exposure to or contact with electricity	1	1		1	5	24	30	2			4		68
<b>Total</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>10</b>	<b>24</b>	<b>30</b>	<b>2</b>			<b>4</b>		<b>79</b>
<b>Over-exertion and Industrial Diseases:</b>													
Over-exertion resulting in strains, hernia, etc.	12	4	3	12	21	12		19	6		13		102
Industrial diseases				1									1
<b>Total</b>	<b>12</b>	<b>4</b>	<b>3</b>	<b>13</b>	<b>21</b>	<b>12</b>		<b>19</b>	<b>6</b>		<b>13</b>		<b>103</b>

TABLE H-2.—INDUSTRIAL FATALITIES IN CANADA IN 1955 BY INDUSTRIES AND CAUSES

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
<b>Miscellaneous Accident Types:</b>													
Violence.....									2	4	6		12
Bites, stings, etc., by animals, reptiles, and in- sects.....													
Infection, N.E.S.....		1	1	1	1		1	1			1		5
Miscellaneous.....													
<b>Total.....</b>		<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>		<b>1</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>7</b>		<b>19</b>
<b>Grand Total.....</b>	<b>97</b>	<b>181</b>	<b>31</b>	<b>175</b>	<b>215</b>	<b>248</b>	<b>42</b>	<b>219</b>	<b>51</b>	<b>5</b>	<b>77</b>		<b>1,341*</b>

\* See footnote (1) Table H-I.



TABLE H-3.—INDUSTRIAL FATALITIES IN CANADA, BY PROVINCE AND INDUSTRIES<sup>(1)</sup>

Industry	1955 <sup>(2)</sup>												1954 <sup>(2)</sup>												Total
	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.			
Agriculture.....				1	1	12	35	15	17	8	8	97		2	4	7	13	38	9	11	16	8	101		
Logging.....		2	6	7	33	34	4	1	6	88		151	1	1	9	41	30	2	2	4	82		172		
Fishing and Trapping.....			1	4		1	7	3		15		31	3	8		2	6			2	12		33		
Mining and Quarrying.....	4		20	3	35	46	1	4	28	34		175	4	30	4	36	49	6	13	24	42	1	209		
Metalliferous mining.....	2		19	1	21	42	1	3	1	27		99	4	23	1	2	23	44	5	2	2	35	1	119	
Coal mining.....									10	6		36		29	1					2	8	4		44	
Non-metallic mineral mining and quarrying, n.e.s.	2		1		14	4		1	17	1		40				1	13	5	1	9	14	3		46	
Manufacturing.....	1	2	9	12	47	89	3	5	19	33		215	6	6	10	35	93	7	6	8	41		212		
Food and beverages.....			2	3	2	10			3	3		23	1	2	1	3	5	3		2	3			20	
Tobacco and tobacco products.....												1													
Rubber products.....												1													
Leather products.....												1													
Textile products (except clothing)												1													
Clothing (textile and fur)												1													
Wood products.....				3	9	8			7	20		48	1		2	8	5		5		20			3	
Paper products.....	1			3	6	9				2		21	3		5	6	8							5	
Printing, publishing and allied trades				1	2	1						4												41	
Iron and steel products.....			3	3	3	31	1	1		4		43		2	2	31	1	3	1	8				24	
Transportation equipment.....			1	2	3	4	10	1	5	1		27	1	2	4	11	1	2						25	
Non-ferrous metal products.....					3	6						11		2	3	5								8	
Electrical apparatus and supplies					3	4				2		7												6	
Non-metallic mineral products.....					7	5	1	4	4	1		22				5	12	1	1					21	
Chemical products.....			1		2							3												8	
Miscellaneous manufacturing industries.....																								8	
Construction.....	14	1	2	5	82	71	10	13	21	28	1	248	8	15	3	79	58	19	10	22	25			1	
Buildings and structures.....	5	1	2	1	36	37	4	6	7	8		107	2		1	25	23	8	2	9	8			79	
Highway and bridge.....	7		3	13	24	4	4	13	10			78	4	8	2	19	21	7	4	9	8			82	
Miscellaneous.....	2		1	33	10	2	8	1	10		1	63	2	6		35	14	4	4	4	9			78	
Electricity, Gas and Water Production and Supply.....			3	2	5	21	1	4	3	3		42	2	1	3	5	8		2	5				26	
Transportation, Storage and Communications.....	12		8	10	47	57	17	18	19	29	2	219	5	1	3	38	57	13	14	18	43	1		198	
Steam railways.....			2	6	16	20	8	6	5	8	1	72			4	10	25	8	2	10	12			71	
Street and electric rail ways.....					1	5						1													
Water transportation.....																									
Air Transportation.....	11		5	3	8	10				8		45	3	2	1	12	9			1	26			54	
Local and highway transportation.....					1	2	8	4	4		1	21	1	1										13	
Storage.....	1		1	1	21	19	5	2	10	7		67		1		10	23	4	5	6	4			53	
Telegraphs and telephones.....												5												1	
Express.....						2						2												6	

<b>Trade</b> .....	1	2	7	24	1	8	5	3	51	1	1	3	11	22	3	7	7	55
Wholesale.....	1	1	2	4	1	4	1	1	12	1	1	3	5	6	3	5	5	27
Retail.....	1	1	5	20	1	4	4	3	38	1	1	6	16	16	6	2	2	28
<b>Finance</b> .....				4	1				5			1	1		1	1	1	3
<b>Service</b> .....																		
Public administration.....		3	15	33	6	5	5	10	77	3			13	33	5	3	9	79
Recreational.....		3	5	17	4	4	4	5	42	2			11	21	5	3	6	57
Laundry, dyeing and cleaning.....			2	3				1	6								2	2
Laundry, dyeing and cleaning.....																		
Personal, domestic and business.....			8	13	2	1	1	4	29	1		2	12			4	1	20
<b>TOTAL</b> .....	34	45	279	421	62	75	114	251	3	1,341*	33	4	71	274	394	61	108	270
																		6
																		1,330

(1) Includes accidents to seamen and airmen on Canadian craft only; any such accidents occurring outside Canada are assigned to the provinces from which craft were operated. For quarterly reports of accidents see the Labour Gazette for July and October, 1955, and January and April, 1956. (2) Preliminary figures. (3) Revised figures for 1954. \*See footnote (1) Table H-1.

TABLE H-4. INDUSTRIAL FATALITIES IN CANADA IN 1955, BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total 1955 <sup>(1)</sup>	Per Cent of Total	Total 1954 <sup>(2)</sup>	Per Cent of Total	No. Employed <sup>(3)</sup> (Thousands)
Agriculture	5	3	1	7	13	12	15	10	11	12	6	2	97	7.3	104	7.8	815
Logging	16	11	19	11	12	19	16	16	17	15	17	12	181	13.5	172	13.0	113
Fishing and Trapping	13	1	2	5	3	5	5	5	3	4	2	4	31	2.3	33	2.5	22
Mining and Quarrying	25	8	12	12	17	14	11	16	25	11	32	9	175	13.0	209	15.7	109
Manufacturing	7	11	13	7	15	18	18	27	18	10	14	17	215	16.0	212	15.9	1,361
Construction	4	2	2	2	32	25	24	34	31	18	22	24	248	18.5	239	18.0	367
Electricity, Gas and Water Production and Supply	18	11	14	14	22	23	18	20	17	19	26	17	219	16.3	198	14.9	401
Transportation, Storage and Communications	4	3	3	4	9	4	6	5	6	2	6	4	51	3.8	55	4.1	827
Trade	1	1	1	1	2	1	1	1	1	1	1	1	7	0.4	3	0.2	176
Finance	6	5	9	4	8	3	5	9	7	7	7	7	77	5.7	79	5.9	1,063
<b>Total</b>	<b>98</b>	<b>77</b>	<b>92</b>	<b>73</b>	<b>134</b>	<b>128</b>	<b>121</b>	<b>148</b>	<b>137</b>	<b>99</b>	<b>138</b>	<b>96</b>	<b>1,341*</b>	<b>100.0</b>	<b>1,330</b>	<b>100.0</b>	<b>5,327</b>

(1) Preliminary figures.

(2) Revised figures.

(3) Annual average compiled from the Labour Force bulletin published by the Dominion Bureau of Statistics.

\* See footnote (1) Table H-1.



**TABLE H-5.—INDUSTRIAL INJURIES, NON-FATAL AND FATAL, IN CANADA  
REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS**

Province	Medical <sup>(1)</sup> Aid Only	Temporary Disability	Permanent Disability	Fatal	Total
1951					
Newfoundland <sup>(2)</sup> .....	3,425	2,725	67	11	6,228
Prince Edward Island.....	411	439	10	0	860
Nova Scotia.....	9,545	7,503	482	43	17,573
New Brunswick.....	5,710	9,234	206	27	15,177
Quebec.....				207	95,930
Ontario.....	129,486	45,101	1,775	292	176,563
Manitoba.....	11,249	5,577	349	37	17,212
Saskatchewan.....	6,711	6,812	135	18	13,676
Alberta.....	20,312	14,754	636	102	35,804
British Columbia.....	40,268	26,023	1,513	184	67,988
Total.....					447,011
1952					
Newfoundland.....	5,466	4,065	125	19	9,675
Prince Edward Island.....	424	446	11	1	882
Nova Scotia.....	10,236	6,886	539	63	17,724
New Brunswick.....	5,571	8,463	205	28	14,267
Quebec.....				312	97,177
Ontario.....	137,938	54,802	2,157	309	195,206
Manitoba.....	11,351	5,522	337	36	17,246
Saskatchewan.....	7,491	6,939	112	37	14,579
Alberta.....	23,803	14,895	730	92	39,520
British Columbia.....	42,855	25,551	1,391	240	70,037
Total.....					476,313
1953					
Newfoundland.....	5,630	3,972	114	16	9,732
Prince Edward Island.....	479	516	10	0	1,005
Nova Scotia.....	9,732	6,565	519	39	16,855
New Brunswick.....	5,328	7,353	227	20	12,928
Quebec.....				191	93,306
Ontario.....	143,467	55,992	2,198	319	201,976
Manitoba.....	11,759	5,168	382	37	17,346
Saskatchewan.....	8,547	7,466	162	43	16,218
Alberta.....	23,522	17,570	749	124	41,965
British Columbia.....	43,569	23,909	1,253	207	68,938
Total.....					480,269
1954					
Newfoundland.....	5,357	3,774	74	28	9,233
Prince Edward Island.....	578	561	9	4	1,151
Nova Scotia.....	9,655	7,074	508	50	17,287
New Brunswick.....	5,429	7,427	168	23	12,946
Quebec.....				253	87,011
Ontario.....	135,670	55,648	1,994	276	193,588
Manitoba.....	11,421	4,998	367	41	16,827
Saskatchewan.....	9,399	8,677	237	50	18,363
Alberta.....	22,922	16,679	749	102	40,452
British Columbia.....	42,488	23,230	1,175	192	67,085
Total.....					463,943
1955 <sup>(3)</sup>					
Newfoundland.....	5,115	3,732	47	22	8,916
Prince Edward Island.....	649	541	4	2	1,196
Nova Scotia.....	9,081	7,650	115	41	16,887
New Brunswick.....				32	16,270
Quebec.....				227	95,257
Ontario.....	147,330	59,284	1,922	278	208,814
Manitoba.....	11,653	5,099	374	39	17,165
Saskatchewan.....	9,377	9,010	241	62	18,690
Alberta.....	24,858	17,760	698	116	43,432
British Columbia.....	43,573	25,036	1,223	180	70,012
Total.....					496,639

(1) Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation the period varies in the several provinces.

(2) For the period April 1 to December 31, 1951. The Compensation Board of Newfoundland commenced operations on April 1, 1951. Prior to that date compensation under the Workmen's Compensation Act, 1948, might be recovered through court action; the number of cases reported by the Registrar of the Supreme Court since Confederation are as follows: April 1 to December 31, 1949: 35; 1950: 41; January to March 31, 1951: 37.

(3) Preliminary figures.

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## Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local labour market conditions based on an appraisal of the situation in each area. In considering the significance of the number of areas in each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

**Group 1: Labour Surplus.** Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

**Group 2: Labour Surplus.** Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

**Group 3: Balanced Labour Supply.** Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

**Group 4: Labour Shortage.** Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions in local areas is obtained mainly from monthly reports submitted by each of

the local offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 481.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the name places appearing in the table giving the classification of labour market areas and in the map include several local office areas, as follows: Montreal includes Montreal and Ste. Anne de Bellevue; Lac St. Jean District includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Rouvral and St. Joseph d'Alma; Gaspé District includes Causapsal, Chandler, Gaspé, Matane and New Richmond; Quebec-North Shore includes La Malbaie, Forestville and Sept Isles; Sherbrooke includes Sherbrooke and Magog; Trois Rivières includes Trois Rivières and Louiseville; Toronto includes Oakville, New Toronto, Toronto and Weston; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Vancouver, New Westminster and Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 109 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

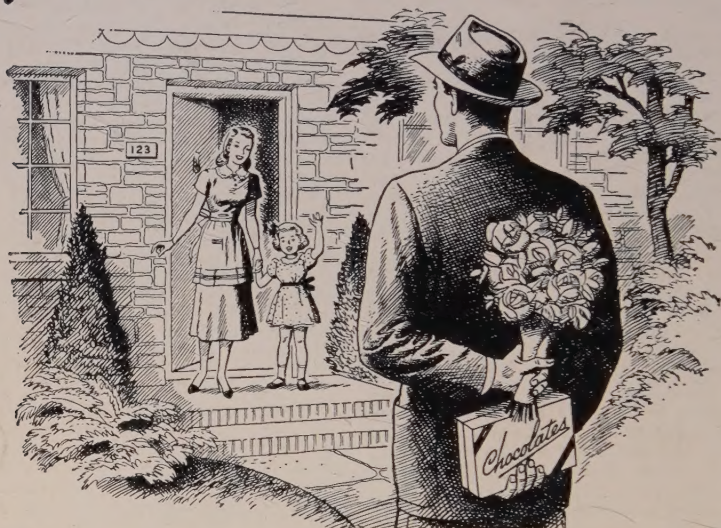
### Explanatory Notes to "Current Labour Statistics"

(a) These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (About 30,000 households chosen by area sampling methods in approximately 110 different areas in Canada are visited each month). The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that had jobs or that did not have jobs and was seeking work during the survey week.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.



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